1144

Preserve

App. F. IX-4

Previous References.

1946-7
(Med)

File No. 42-46

Serial Nos. 2, 4, 5, 6, 7, 49 +10.

Later References.

GENERAL AND REVENUE SECRETARIAT

Serial Nos. Nemo

P81/E

Part B for October 1947

SUBJECT

Revision of the scales of pay of the Nursing staff

To. The Senior Surgeon
The C.N.O.
The Comptroller through F.D.
The Controller of Economic Development
The Leading public Health Consultant
Sanchard the

D Ramsbotham
4-9-48

Recommendations of Committee re nursing

3510

General and Revenue Secretariat (Med) File No. of 194 . [App. F. III-2

Serial No.

From Senior Surgeon

G.C 392-58 dated

Submits proposals on certain items of the recommendations of the Committee on nursing services subd

1) Item I.(7). The S.S. says this item can be considered when a nurses' Home is started with boarding & lodging and that a Head Mother should also be appointed. For orders.

2) Item I.(9). He proposed that sanction be accorded to deputn two nurses annually to New Delhi with the usual concessions re t.a. and maintenance. Proposal for deputing Miss Gnanamma has been called for. For orders.

7) The application has been forwarded to the Resident already

3) Item VII (1). Proposition is submitted. The extra cost amounts to Rs 92,176 1/3 p.m. This may be got verified by the Comptroller. For orders.

8) Does this include all hospitals (including Minto Hospital)

4) Item VI (a). The Mos of Victoria & KR Hospital have been instructed to start a Club with indoor games and reading room. Recommended that the Mos be permitted to subscribe for some newspapers and annuals meeting the cost from the hospital grants. For orders.

5) Item VII. The S.S. states appointment of two nursing Sisters and one Sister tutor on Rs 125-5-150 p.m. be sanctioned to each of the Victoria & KR Hospitals. This costs Rs 10,200 per annum. For orders.

6) Reference is invited to item III (2). The

NOTE—Contn. Sheet.

Recommendations of Committee on Nursing Services

Hmd File No. 350 of 194 . | General and Revenue Secretariat

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Committee suggest that the nursing service be regarded as one unit and promotions and transfers effected by one authority. Heads of Govt are that it is reserved for consideration separately. Traders.

Shkla 25/1/46 (9) Put up the main file relating to the issue of orders on the report, & also ascertain if the revision proposed includes the nurses in all hospitals or only in respect of the hospitals under the direct charge of the GS

Hmd 24/1

(10) Subd with file.

It is ascertained by phone that all the nursing cadre, including women's establishment is included in the proposition (The C.M.O has not sent her reply yet)

Hmd 178-42 dt 16/1/46 from P. & S.S.

Remind cues

Hmd 26/1

Subd with reminder Shkla none 28/1, 28/1 IV.

Shkla 26/1 IV.

from C.M.O: Women's Hospitals C.1119-33 dated 4.3.46 states that recommendation No 1(7) relates to S.S. that No 1(9) is being attended to and that No III relates to revision of scales of nursing staff for which a proposition in respect of women's establishments is submitted including the appointment of 11 nursing Superintendents Requests orders of Govt

DSwS M7829 dt 28.1.46 from A

Remd on 7/2 Shkla 4/2 IV.

Hmd 4/2 from A M8461 dt 2/2/46

Recommendations of Nursing Committee

General and Revenue Secretariat | Med | File No. 3510/5/4219 of 194 . | [Arp. F. III-2

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Subd with leaves.

12) The C.M.O. states that item 1(7) relates to S.S. item 1(9) is being attended to and has submitted a proposition Statement showing excess cost on the revised scales suggested by the Committee. The S.S. Office states that women's institutions are also included in the proposition submitted by the S.S. The C.M.O. has included a proposal for appointment of 11 night Superintendents for V.V. & Chelluvamba Hospitals in grade Rs 125-5-150 plus RA & HA 25 each. This costs Rs 1041 2/3 plus Rs 25 each p.m. Apart from this the proposition sent by the S.S. costs Rs 7681 13/36 p.m. or Rs 92,176 1/3 per year. For giving the revised scales of pay to the entire nursing cadre including women's institutions. If approved the proposition will be got verified by the Comptroller in the first instance.

Sd/-
7/3/46

13) Please note action regd to the directions issued by the Dewan recently. What decisions were taken now. Also see if the S.S. has to be addressed with regd to the hospitals in his charge.

14) Subd with a copy of Dewan's minute (L) dated 2.3.46. The Policy committee did not consider it so far but has reserved this subject for consideration at the next meeting vide scheme No 5

15) It is also for consideration whether the proposition submitted by the S.S. may be got revised deleting the nursing staff

NOTE—Contn. Sheet.

Recommendations of Committee on Nursing Services

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of the Women's Hospitals. There should perhaps be an indication in the S.S's proposals as to the institutions in which the nursing staff is distributed and showing clearly the increase in the various classes of appointments. For instance S.S. has asked for 6 extra nursing sisters and the C.M.O. for 11 night-superintendents. If approved the S.S. may be requested to send a revised proposals statement as stated above.

Draft 21/3/16.

(16) The scheme relating to the revision of the pay of Nursing Services, has not yet been considered by the Policy Committee. It may perhaps be taken up for consideration at the meeting to be held in April.

(17) Pending receipt of the recommendations of the Policy Committee, the proposals contained in the statements submitted by the Services may be provisionally considered by Committee.

EDUCATION SECRETARIAT No. 6857 Date 22/3/16

(18) (Educ. Secy) MCR 21/3

As regards recruitment of nurses please see proposals considered by Committee

MCR 25/3

Sub-Cttee 28/3

25/3.

Recommendations of Nursing Committee.

General and Revenue Secretariat — File No. 2nd. — of 194 4219/4822 — [App. F. III–2

Serial No.

19) Subd with Memo & Comptroller
Shakh 27/3
JV.

20) Put up a file week
27/3

Subd with Offr
Shakh 28/3

21) Done
28/3

TYPING SECTION
29 MAR 1946
GEN. & REV. SECTT.

To — the Comptr.
No. M 10703/Genl 2/R 2/4/46.
Forwards for verification & early return two photostat statements re: revision of scale of pay of nursing staff.
From the Comptroller & Govt.
No. 809/A III dt 15-5-1946
Claims that the Responsible statement of the women's sec. furnished by the CMO only has been verified and returned and that the statement relating to the Lines Sisters to. has been rejected as it has not been furnished since the outbreak.

Genl Shakh 11/4
JV.

22) A copy of Comptroller's letter will be sent to J.S. requesting him to submit the Photostat statement since the outbreak as furnished by the CMO.
Subd. with a draft for consideration.
23/5

TYPING SECTION
25 MAY 1946
GEN. & REV. SECTT.

23/5
JV.
24/5

NOTE—Contn. Sheet.

"Recommendations of Awards" Com.

File No. Mil 5822/M 442 of 194 .

General and Revenue Secretariat

Serial No.

To the Secs.

No: M 13244 | Pol | Med | 28/5/46.

Forwards Copy of letter no. 509/A III dt 13/5/46 from the Comptr. & requests him to submit proposition statement in which he has proposed Rs 10 as agreed to by Govt. Govt. proposed to give two days' leave on Dussehra Rs 10

12/7

2) Submd with a draft D.O. Rr.

Rs 10

9/7 Rec'd 9/7

3) Submd with a draft D.O. Rr. 28/7 Rec'd (Returned)

W.

From. The Accountant General

No. Gc. 392-66 Dt 23-7-46

Fds a revised proposition statement and states that the extra cost works up to Rs. 4,543 4/9 p.m or Rs 54,521/8 p.a.

26) Submd with a draft to Comptr Mil forwarding the proposition statement for verification & return.

27) Rec'd from Mil

28/7

W.

28/7

TYPING SECTION 23 JULY 1946 GEN. & REV. SEC.

TYPING SECTION 26 JULY 1946 GEN. & REV. SEC. I.

Revising Scales of Pay of Nursing Staff

S&W
1142
1144

General and Revenue Secretariat | File No. Med 1 of 194 . 1144 [App. F. III–2

Serial No.

To- The Comptr

S | No M 1164/Subs/Med 42-46 dt 27/7/46

Forwards for verification & return the statement and requests him to furnish information on certain points.

28/ Returned as directed above.
G 29/7

29/ For perusal. Depn. pass
2nd-25-Bryans.
W.
Edu
29/7

EDUCATION SECRETARY
No. .....
Date 30/7/46

30/ Please keep watch over
this & remind Comptr in June
MD
31/7

Sub A
Sub Cl.
Please remind
once a week
W.
31/7

From - The Comptroller & Genl-
No. 295 dt. 23-8-1946

Returns duly verified the proposals
statement relating to the Nursing Staff
of the Medical Deptt.

31/ The Comptroller has informed that one IV Grade
Nurse of 5th Grade Nurses sanctioned to the
Dist. Govt. Hospitals have not been included
that one III Grade Nurse sanctioned for
one of the Dist. Hospitals has also been omitted
For orders whether the S.O. may be requested
& furnish his opinion re. this.
G 2/9 32) Yes, as all
W. MD
3/9

Asst Secretary as
NOTE-Contn. Sheet.
JONES
No. .....
Date 4/9/46

Revision of Scales of Pay of Nursing Staff

File No. Med 2540 of 194

General and Revenue Secretariat

Serial No.

33) Rates with a dra 17 IS

34) Bne

TYPING SECTION
6 SEP 1946
GEN. & REV. SECTT.

To the S.S.

No. M2649/Pub 2/Med 42-46 Dt 9/9/46 7

States that the Comptr has informed that one II Grade nurse & 5 III Grade nurses Sanctioned to the District Hospitals & one III Grade nurse Sanctioned for one of the Dist Hospls have been omitted & that the statement is returned for necessary correction & retransmission.

From Senior Surgeon

G.C 392-72 dated 30.10.46

States that the omissions pointed out were not included as the posts relate to Maternity Scales of Dt Hospitals and Submits a revised proforma Statement including them.

35) Suited with Ref to Comptr's

9/11/46

36) Received intimation that there is no need to consult Comptroller and that the papers may be worked up and submitted for orders with the letter of Govt of E D & P.

Sheela
11/11

Sent A
G 11/9
Reminded 30/9
Reminded 18/10

By air
Med
1/10/46.

attended to
Sheela
1/11/46.

Serial No.

subd

37) As verified by the Comptroller the enhancement on the proposal of the C.M.O. Women's Hospitals works out as follows:-

Flag J.

(i) Enhancement for revision of grades Rs 2489 2/3 p.m or Rs 29876 p.a.

(ii) Enhancement for addl. Staff Rs 1558 1/3 p.m or Rs 18,700 p.a.

The proposal of the S.S. involves the following expenditure:-

Flag M.

(1) Enhancement for
(a) existing Staff permanent Rs 4606 13/18 or Rs 55280 2/3 p.a.
(b) do under temporary 20 1/6 p.m or Rs 241 1/2 p.a.
(c) addl Staff 60 1/6 p.m or Rs 722 p.a.

x 29,876 p.a.
55,280 2/3 11
241 1/2
722
Rs 86,130 1/6 p.a.

The total enhancement on the two proposals Statements for revision of Scales only works out to Rs 86,130 1/6

38) The C.M.O. has proposed the appointment of 11 night-Superintendents and its cost will be Rs 1558 1/3 p.m or Rs 18,700 per year. These posts are in scale Rs 125-5-150 plus R.A. & H.A. Rs 25 each. The C.M.O has included this in her proposals and the cost has been verified.

Rs 18,700

39) The S.S. also has also proposed the appointment of two Nursing Sisters & one Sister Tutor on the Scale grade to Victoria & K.R. Hospitals each but this is not

NOTE—Contn. Sheet

Revision of Scale of pay of Nursing Staff.

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included in the proposals. The cost of the 5 posts works up to Rs 650 p.m or Rs 7,800 p.annum. Rs 7800

4) The total cost of revision of ~~posts proposed~~ works out to Rs 86,130 p.a for revision of grades and the extra cost for addl posts amounts to Rs 26,500. Rs 29,876, 55,280 2/3, 241 1/2, 722 2 — 86,130 1/6.

5) There is a provision of Rs 92000 in the current year's budget for this Scheme.

6) If the entire proposals are sanctioned the total cost involved will amount to Rs 112,630 1/6 p.a. This is Schedule matter and financial concurrence is necessary. Rs 18,760 p.a, 7800 — Rs 26,500

7) The Coordination and Finance committee considered the Schemes of the S.S. and the C.M.O. and generally approved of the Schemes leaving the revision of grades of nurses apart as it was an administrative question. vide letter dated 20 October 46. from the Secy, Coord & F Committee forwarded by the Comm. Dev & Planning Bangalore and received here on 1.11.46. vide linked file. Hy T

Shalla 2/11/46. W.

8) The question of the revision of the scales of pay of nursing services in the State & of increasing the number of nurses trained in

Serial No.

Nursing staff
I grade 200-10-300
Rama 45-
II grade 126-5-150
Rama 35/- pm
Sisters 125-5-150
Rama 35/- pm
Nurses
I grade 80-5/2-100
II grade 55-5/2-75
III grade 35-5/2-50
Rama
(For details vide extract of the proceedings of the Committee placed below)
Flag A

one nurse to 8 beds was considered by the Policy Committee. The marginal scales of pay & allowances for the several grades of the nursing staff was agreed by the Committee & also the principle of fixing one nurse to 8 beds. The Finance & Coordination Committee has accepted the principle of allotting one nurse to 8 beds & did not consider the question of revising the Scales of pay & allowances as it was purely an administrative matter.

45) The proposals & statements now under consideration in this file relate to revision of Scales of pay & allowances only in respect of nursing staff; doctors & the SS have asked for increase in their numbers. The increased nursing staff now on the basis of one nurse to 8 beds has not been indicated by these two appeals & the Committee & Coordination & Finance have been called for a statement indicating the extra number of nurses required based on this principle.

46) It is therefore for consideration if for the present only the revision of Scales as suggested by

Serial No.

the Policy Committee ~~x~~ ~~by the~~ two lines heads of Depts the cuts ~~x~~ the 85 may be appd, leaving the ~~extra~~ ~~staff~~ question of increasing the numbers to be considered later when separate proposition statements ~~are~~ in respect of the increase / staff are rcvd.

47) If only the revision of ~~Scale~~ scales is now taken up for consideration on the basis of the ~~two~~ basic of the scales of pay & other proposed by the Policy Committee the extra expenditure can be may come to about Rs ~~1,80,000~~ 90,000 per annum. A provision of Rs 20000/- has been made in the budget for the purpose. If Orders are passed on the above suggestion a clean proposition statement will be prepared & put up.

Point for orders

A

Edn. Secy)

4/11

48) A may be done. 4/11/46

4/11/46

III. Revision of the Scales of Pay of Nurses, etc.

(1) The Committee has recommended the following scales of pay and allowances :-

Staff Nurses.

First grade	...	Rs. 80-5/2-100 plus R.A. of Rs. 20 P.M. plus U.A. of Rs. 48 per year.
Second grade	...	Rs. 55-5/2-75 plus R.A. of Rs. 20 P.M. plus U.A. of Rs. 48 per year.
Third grade	...	Rs. 35-5/2-50 plus R.A. of Rs. 20 P.M. plus U.A. of Rs. 48 per year.
Sisters	...	Rs. 125-5-150 plus R.A. of Rs. 30 P.M. plus U.A. of Rs. 60 per year.
Matrons	...	Rs. 200-10-300 plus R.A. of Rs. 40 P.M. and U.A. Rs. 75 per annum.

Government consider that uniformity and improvement in the scales of pay of this class of service is necessary, and that this can be considered only after ascertaining the financial implications. The Senior Surgeon is requested to submit a proposition statement in accordance with the recommendations of the Committee for the orders of Government.

The Committee discussed the following points referred to them and has submitted its report appended hereto.

Terms of reference.

I. Uniformity of standards of training for nurses.
II. Question of employment of married nurses.
III. Revision of the scales of pay of nurses.
IV. Whether relatives of nurses may be allowed to live with them in the official quarters.
V. Provision of amenities to the nursing staff.
VI. Grant of maternity leave to nurses.
VII. Appointment of Night Superintendents to the Victoria Hospital.

The opinions of the Senior Surgeon and the Chief Medical Officer were also obtained on these recommendations separately.

After a careful consideration of the report and the remarks of the Senior Surgeon and the

ing are the terms of reference for consideration by the Committee :—

formity of standards of training of nurses.

stion of employment of married nurses.

evision of the scale of pay of nurses.

Whether the relatives of nurses may be allowed to live with them in the official quarters.

Provision of certain amenities to the nursing staff such as recreation, club and library.

Grant of maternity leave to nurses.

and will be provided in the
The Senior Surgeon is requested
proposals in the matter sepa

The Committee further felt that it was absolutely necessary to appoint at least two Nursing Sisters and one Sister Tutor on Rs. 125—5—150 in the two teaching hospitals.

Government are pleased to place on record their appreciation of the work do Committee.

N. S. HIRANNAYYA

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49) Government in their order dated 6th August 1948 constituted a committee of officials and non-officials with the Senior Surgeon as Chairman to examine and report on the marginally noted aspects of nursing service in the State. The Committee submitted its recommendation and orders of Government were passed on the several suggestions made by the Committee vide G.O. dated 1st June 1945.

50) The Committee also suggested the improvement of the scales of pay of the nursing staff as indicated in the margin. Government while accepting the principle of improving the scales of pay of this class of service, requested the Senior Surgeon and the Chief Medical Office to put up proposition statements in accordance with the recommendations of the committee indicating the ~~full~~ financial implications of the revision. They have now forwarded the said statements.

51) In the meanwhile this scheme having been referred to the Policy Committee on Public Health, the Committee after getting information from the two Heads of Departmen approved of the increase in the number of nurses based on the ratio of one nurse to 8 beds and also resolved to increase the rates of pay and allowances to the severa classes of nursing superintendents and nurses as indicate below.

Nursing Superintendents I Grade Rs 200-10-300 Rs 45 R.A + H.A.
II Grade 125-5-150 Rs 35 R+H.A.

Sisters — Rs 125-5-150 Rs 35

Nurses I Grade 60-5/2-100
II grade 55-5/2-75
III grade 35-5/2-50
} plus R+H A Rs 24/- pm

NOTE—Contn. Sheet

Revision of Scales of pay of ... Staff

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52) The matter was further examined at a meeting of the Minister for Education and Public Health with the Senior Surgeon and the Chief Medical Officer on 4th November 1946. The Senior Surgeon and the Chief Medical Officer were asked to state if the proposals made made by them and accepted by the Policy Committee re the revision of scales of the several classes of nursing Superintendents and nurses would suit the present day requirements in view of the Economic and social conditions now existing. After a thorough discussion of all aspects of the case it was agreed to abolish the 3rd grade among nurses and to have only two grades as noted in the margin, the scales of pay and allowances in respect of supervising staff remaining the same as those proposed by the Committee on Public Health.

I Grade. 75-5/2-100
II " 45-5/2-70
- R.& U. Allce.
@ Rs. 24/- P.M.

53) This question of improving the scales of pay has been pending for a sufficiently long time and it is not desirable to delay it any longer. Therefore it is now proposed to take up the question of improving the scales of pay of this staff immediately, the other question of increasing the number based on one nurse to 8 beds being taken up later after obtaining further information from the Heads of Departments.

54) A statement showing the existing number of superintendents and nurses in the several grades as at present and the scale of allowances proposed to be given to them is prepared and put up. There are at present 16 persons in the supervising staff 4 of them are proposed to be put in the 1st grade 200-10-300 for the major institutions

75/1

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institutions in the two Cities (2 for men and 2 for women and the other twelve in the II grade of 125-5-150. The total number of nurses now is 265 in the three classes. Now that it is proposed to abolish the III grade altogether the number of nurses is proposed to be distributed between the two grades as 65 and 200

55) The extra expenditure on account of the revision as proposed above comes to Rs. 1,23,819 per annum.

(Vide Note 1, 19. ante)

The above noted is submitted as desired

Edu Secy) 9/4

56) The question of increasing the nursing and the supervising staff on the basis of one nurse to 8 beds may be reserved for separate consideration especially in view of the fact that the Heads of the two sections of the Department have not submitted definite proposal except for increasing the supervisory nursing staff.

57) The most urgent question is that of revising the scales of pay of the nursing and the supervising staff. The question is pending for a long time. prior to 1939, there were different scales of pay of these nurses, the lowest being Rs 20/- pm 1939 these different scales were consolidated into the following three grades :—

NOTE—Contn. Sheet

Serial No.

I grade nurse - - - - Rs 60 - 5/3 - 90 } with three years' training.
II —"— Rs 40 - 5/3 - 60 }
III —"— Rs 25 - 1 - 40 (now 30 - 1 - 60) with 2 years' training.

58) This was done more as a measure of consolidation than by way of improving the pay and prospects of the nursing staff. This is obvious from the fact that the extra cost resulting therefrom was only Rs 104/- p.a. So there has been no revision of scale of pay of the nurses in any substantial sense for a number of years. In 1942, one member of the L.C. urged for the improvement of the service conditions of the nurses and in pursuance thereof, a Committee was appointed by the Govt.

59) Among other things in 1943, the Committee recommended the following revised grades of pay to the nurses and the superintendents:—

I Grade Superintendent - - - -	Rs 200 - 10 - 300	+ R.A. 75
II —"— - - - - -	Rs 125 - 5 - 150	+ R.A. 60
I Grade nurse - - - -	Rs 80 - 5/2 - 100	+ R.A. 20 U.A. 48
II —"— - - - -	Rs 55 - 5/2 - 75	+ R.A. 20 U.A. 48
III —"— - - - -	Rs 35 - 5/2 - 50	+ R.A. 20 U.A. 48

There were in place of varying grades of supervisory nursing staff with varying grades from viz. Rs 150-10-250, Rs 125-5-200, Rs 125-5-150, Rs 100-5-125 and 60-5-100 with varying designations in the several institutions. Their

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their existing rates of R.A & U.A consolidated are Rs 40/- and Rs 22-8-0 respectively. ~~for~~ All the three grades of nurses are being paid R.A & U.A at Rs 12-8-0.

60) Thus the committee recommended enhanced scales of pay and allowances. A proposition statement in accordance with these recommendations was called for, so that the financial implication of the proposals might be examined. The C.M.O and C.S. have now submitted the proposition statements according to which the extra cost would be about Rs 90,000/-. There is a budget provision of Rs 92,000/- earmarked for this purpose in the current years' budget.

61) It should be remembered that these revised scales of pay were proposed in 1943, and since then living conditions have changed a great deal. Besides there were two courses of training for nurses, one for three years and another for two years. In 1944 the two courses have been combined and the total period of training has been enhanced to one of four years. It should also be remembered that the course of study for the L.M.P. diploma course is also four years and the scales

Map A

Serial No.

of pay of the S.A.S.'s have been revised into only two grades in 1944 as follows:—

I grade ..... Rs 50 — 5 = 100/-

II — " — ..... Rs 100 - 5 = 150/-

The period of study for L.M.P.'s and that of training for nurses is four years. While we give a starting pay of Rs 50/- to S.A.S.'s, the existing starting pay of Rs 30/- or the proposed starting pay of Rs 35/- is considered too low for the nurses. Even with a starting pay of Rs 50/- p.m to S.A.S.'s, it has been found difficult to get qualified doctors, to fill up the existing vacancies and the new posts that would be created in connection with the expansion of the existing and opening of new hospitals. As such, it is reported under consideration to give a starting pay of Rs 75/- p.m to S.A.S. The Coordination and Finance Committee who considered this aspect of the nursing services, left the matter without any decision to the consideration of Govt. In view of the change in the conditions since 1943 the S.S. and the C.M.O. proposed at a meeting with the Minister a starting pay of Rs 45/- p.m to the nurses with one two instead of three grades as follows:—

I grade — — — Rs 75 - 5/2 - 100.

II — " — Rs 45 - 5/2 - ~~100~~ 70. Rs

with one one rate of ~~A~~ Consolidated R.A.

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R.A & U.A at Rs 24/- p.m. which is much lower than what was recommended by the committee viz Rs 68/-.

62) Next comes the question of fixing the number of posts in the proposed two grades. At present, the following are the number of posts in the three grades of nurses:-

I grade	Rs 60-5/3-90	26	109.
II "	Rs 40-5/2-60	83	
III "	Rs 30-1-40	156	
	Total	265	

Unless we maintain a substantial number of posts in the higher grade, there will be little scope for promotion of lower grade nurses. At the same time, the extra cost will be very much, if we increase the number of posts in the higher grade. I think it would be sufficient from all points of view, if we fix the number of posts in the higher grade at 53 and those in the lower grade at ~~Rs~~ 212, which would work out a ratio of 1:4 as against the existing ~~salary~~ ratio of 1:3:6 roughly.

63) With the two grades and the number of posts in them as suggested above ~~would~~ be the total cost would be Rs. 2,09,880/- p.a.

64) The S.S. and the C.M.O. agreed in their meeting with the minister that the revised scales of pay for the superintendents recommended by the committee and also proposed by them

Revision of Scales of pay of Nurses.

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are fair and reasonable and may be sanctioned.
As regards the number of posts in the fourth grade, it was decided that there should be two I grade superintendents in each of the two major institutions in the two cities and the remaining 12 posts ~~would be~~ might be in the 2nd grade. This would work out at a ratio of ₹ 1:3. The total cost would be Rs 32,933 1/3 p.a.

II(a) The total cost due to the Revision of scales of pay of Nurses — - - - - Rs 2,09,880 —p.a.

I(b) Revision of the R.A & U.A. allowances — 24 × 265 = 76,320 —p.a

II (a) The total cost due to the Revision of scales of pay of the superintendents ... 32,933 1/3 p.a.

II (b) Revision of R.A & U.A. allowances ... 7,200 —p.a.

The total cost would be ..... 3,26,333 1/3 p.a.

The existing cost ..... 2,12,534 ✓

The extra cost is 1,13,799 1/3

5) Thus the revision of scales of pay of the Nursing superintendents into 2 grades viz Rs 200-10-300 and Rs 125-5=150 with R.A & U.A. allowances at Rs 45/- and Rs 35/- respectively and 4 posts in the first and 12 posts in the 2nd grade; and that of the nurses into two grades viz Rs 75-5/2-100 & 75=5/2-70 with a uniform rate of R.A & U.A at Rs 24/- and 53 posts in the first and 212 in the 2nd grade will result in an extra cost of Rs 1,13,800/- p.a. and may be sanctioned, the

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the extra cost over and above Rs 92,000/- provided for in the current year's budget being met out of the savings in the sanctioned grants of the current year's budget of the ~~Medy~~ Dept or by applying for an additional grant later on if found necessary and the same being provided in the next and subsequent year's budget. The revised scales of pay may be given effect to from 1.7.46, as the question has been pending practically for more than four years.

66) The proposition statements now submitted by the S.S with a slight modification will be got verified once again by the Comptroller ~~before~~ to ascertain the exact extra cost, before issuing orders.

Secy. Edn.
through the Fl. Secy.

K
10/11/46

10/11

FINANCIAL U.O.No. 13379 12/11 BANGALORE

67) I place below a statement showing the scales of pay for the Nursing Staff obtaining in Travancore, Cochin, Hyderabad, Madras and Bombay.

68) In view of the above, I would suggest the following scales of pay for the Nursing Staff in the Mysore State:-

Nursing Superintendents 2.- Rs.200-10-250/- with a ration and uniform allowance of Rs.30/-. The existing scales of ration and uniform allowance of Rs.40/- may be treated as personal to the two Superintendents.

4 Nursing Superintendents Second Grade -) Rs.150-10-200/-

10 Nursing Superintendents Third Grade -) Rs.100-5-150/-

Second and Third Grade Nursing Superintendents may be allowed ration and uniform allowance of Rs.30/-.

NOTE—Contn. Sheet

Revision of scales of pay of Nursing Staff.

File No. of 194 .2540/2576 | General and Revenue Secretariat

Serial No. 3379

69) Nurses - First Grade.- Their scales of pay may remain at Rs.75-5/2-100/- as suggested by the Education Secretary.

Nurses - Second Grade.- ... Rs.40-5/2-70/-.

First and Second Grade Nurses may be allowed ration and uniform allowance of Rs.20/- and Rs.15/- each respectively.

70) In this connection, I would like to state that when the nursing staff is given ration and uniform allowance, there seems to be no justification for giving them dearness allowance in addition.- This may however be allowed to continue in the case of present incumbents.

B 20/11. Rs 20/11

SECRETARY 24/11/46

71) The proposals put up by the Edn Secy ~~were~~ arrived at, at the meeting held by me with the Heads of departments may be accepted.

All aspects of the matter were gone into and the scales proposed were considered to be most suitable for attracting the right type of nursing staff. The benefit of the revised scales may be given from the 1st of November 1946 to keep within the budget provision. JH

JH 24/11/46 72) Dewan 24/11/46

Council meeting.

All 22/11 - Rs 22/11/46

DY SEC No. Date 22/11/46

OFFICE OF THE ADVISER FOR EDUCATION C. P. & B. Date. 21.11.46 No. 3373

DEPUTY SECRETARY 21 NOV 1946 3559

OFFICE OF THE ADVISER FOR EDUCATION C. P. & B. Date. 22.11.46. No. 3387

WD 08814—GPB—15,000—20-7-46

Council File No. C.548/d 28/11
For Consideration
at a Meeting of Council
O/C. WB 2K1

CIRCULATION NOTE.

Subject: Revision of scales of pay of nursing Staff.

Government in their order dated 6th August 1943 constituted a Committee to examine and report on the conditions of nursing services in the State. The Committee submitted its recommendations in August 1944 and Government passed orders on 1st June 1945 on the several recommendations. The revised scales of pay proposed by the Committee could not be considered then as the financial implications were not indicated. The Senior Surgeon and the Chief Medical Officer, Women's Hospitals have now furnished proposition statements indicating the cost for revision of scales of pay only without additional appointments works out to Rs.86,130 1/6 per annum. Both the Senior Surgeon and the Chief Medical Officer proposed certain additional appointments also.

First Grade Nurses	..	Rs.80-5/2-100 plus R.A. of Rs.20 P.M. Plus U.A. of Rs.48 per year.
Second Grade Nurses	..	Rs.55-5/2-75 plus R.A. of Rs.20 P.M. plus U.A. of Rs.48 per year.
Third Grade Nurses	..	Rs.35-5/2-50 plus R.A. of Rs.20 P.M. plus U.A. of Rs.48 per year.
Sisters	..	Rs.125-5-150 plus R.A. of Rs.30 P.M. plus U.A.of Rs.60 per year.
Matrons	..	Rs.200-10-300 plus R.A. of Rs.40 P.M. and U.A. Rs.75 per annum.

The Policy Committee (Public Health) approved of the increase in the number of nurses on the basis of 1 nurse to 8 beds and also of the enhancement of the rates of pay and allowances as follows:-

Nursing Superintendents	I Grade	Rs.200-10-300	plus	Rs.45 R.A.&U.A
- do -	II "	Rs.125-5-150	"	Rs.35 "
Sisters		Rs.125-5-150	"	Rs.35 "
Nurses	I "	80-5/2-100)		
	II "	55-5/2-75)	Plus Rs.24	R.A. & U.A.
	III "	35-5/2-50)		

The Co-ordination and Finance Committee did not go into the question as it was an administrative matter.

P.T.O

The matter was further examined at a meeting of the Minister for Education and Public Health and the Senior Surgeon and the Chief Medical Officer on 4th November 1946 and after a ~~kkkkkkk~~ thorough discussion it was agreed to abolish the III grade among nurses and to have only two grades:-

I Grade	..	Rs.75-5/2-100
II "	..	Rs.45-5/2-70

It was also decided that there should be I Grade Superintendents in each of the two major institutions in the two cities and the remaining 12 posts might be in the Second Grade. ~~The Education~~ ~~Secretary~~ Dr Gunasekara has suggested that the number of nurses in the First and Second Grade may be fixed as 53 and 212.

Rs 200-10-300 plus Rs 45

Rs 125-5-150 plus Rs 35

The total extra cost of the revision as stated above comes to Rs.1,13,799 1/3 per annum as noted below:-

I (a) The total cost due to the Revision of scales of pay of Nurses.	..	Rs.2,09,980/- per annum
I (b) Revision of the R.A. & U.A. allowances .. 24 X 265	..	76,320/- "
II (a) The total cost due to the Revision of scales of pay of the Superintendents. ..	..	32,933 1/3 "
II (b) Revision of R.A. & U.A. allowances.		7,200/- "
The total cost would be	..	3,26,333 1/3 "
The existing cost ..	..	2,12,534
The extra cost is	..	1,13,799 1/3

There is a provision of Rs.92,000 in the current year's budg for this purpose.

The Financial Secretary has suggested the following scales:-

First Grade Nursing Superintendents	2	Rs.200-10-250 plus Rs.30 R.A. & U.A.
Second Grade " "	4	150-10-200 plus Rs.30 R.A.&U.A.
Third Grade " "	10	100-5-150 plus Rs.30 R.A. & U.A.

Nurses I Grade Rs.75-5/2-100 plus Rs.20 R.A.&U.A.
II " 40-5/2-70 plus Rs.15 "

When the papers were submitted to the Minister for Educatio and Public Health he minuted as follows:-

" The proposals put up by the Education Secretary

arrived at, at the meeting held by me with the heads of departments may be accepted.

All aspects of the question were gone into and the scales proposed were considered to be most suitable for attracting the right type of nursing staff. The benefit of the revised scales may be given from the 1st of November 1946 to keep within the budget provision".

The Dewan has ordered that the matter may be considered at a meeting of the Council.

For Secretary to Government,
Education Department.

C546

Extract from the Proceedings of the FORTY EIGHTH *Meeting of the Council of Ministers held at Bangalore on* 27TH NOVEMBER *1946.*

SUBJECT:-

Revision of the scales of pay of Nursing staff.

OPINION OF THE COUNCIL.

The proposals of the Minister, Education and Public Health are accepted.

(SD) A. RAMASWAMI MUDALIAR.
Dewan of Mysore.

For a final Note.
Min Ed" & PH) WP
27/11/46

Two copies of F.N. signed by the Ministers are put up.
BN
6/11/46

DSN for appl
Dewan) WP
7/12/46

"EXTRACT"

Sd/- Vedayanakar
Chief Secretary to Government.
27/11/46

Revision of Scale of fees of Nursing Staff

2540
2576

General and Revenue Secretariat | File No. | of 194 . | [App. F. III-2

Serial No.

Subd with C.N.

Sd 22/11

Edn Secy 22/11

W. Approved

Chief Secy to G

22/11/46

Please put up copies of above

Sd 22/11

Subd with typed copies

Sd 23/11

Recd in C.S. on 25/11/46

Council No. 548.
For Consideration at a Meeting of Council
26/11/46

NOTE—Contn. Sheet.

Submitted to His Highness.

I submit herewith a Final Note by the Minister for Education and Public Health on the subject of revision of the scales of pay of the Nursing staff, for the gracious sanction of His Highness.

H L Roy

Bangalore,
10th December 1946.

Minister for Education & Public Health
in charge of the current duties of the Dewan.

Final Note by the Minister for Education and Public Health

Subject— Revision of the scales of pay of the Nursing Staff

Prior to 1939 there were several grades of pay for the Nursing Staff, the lowest being Rs.20/- per mensem, and in 1939 they were all consolidated into three grades as follows:-

Ist Grade	Rs.60-5/3-90
IInd "	40-5/3-60
IIIrd "	25- 1- 40 (subsequently revised to Rs.30-1-40)

The above revision was done more by way of consolidating the existing scales than of improving the pay and prospects of the Nursing Staff and, as a matter of fact, the revision involved only an extra cost of Rs.104/- per annum.

As a result of the insistent demand made on the floor of the Legislative Council for improvement of the condition of the Nursing Staff, Government appointed in August 1943 a Committee consisting of officials and non-officials with the Senior Surgeon as Chairman to examine and submit its recommendation on the marginally noted matters relating to the Nursing services in the State. On receipt of the report of the Committee, Government passed orders in their Government Order dated 1st June 1945 on the several recommendations of the Committee. Regarding the revision of the scales of pay, the Committee had suggested the marginally noted scales and in the above Government Order, Government

1) Uniformity of standards of training for nurses,
2) Question of employment of married nurses,
3) Revision of the scales of pay of nurses,
4) Whether relatives of nurses may be allowed to live with them in the official quarters,
5) Provision of amenities to the nursing staff,
6) Grant of maternity leave to nurses,
7) Appointment of Night Superintendents to the Victoria Hospital.

Nurses Ist grade	Rs.80-5/2-100)	plus R.A.
IInd "	55-5/2-75)	Rs20 + U.A.
IIIrd "	35-5/2-50)	Rs.48 per year.

Sisters	Rs.125-5-150 + R.A. Rs.30/- + U.A. Rs.60/- per year
Matrons	Rs.200-10-300 + Rs.40/- R.A. + U.A. Rs.75/- per annum

accepted the need for improved scales and directed the Senior Surgeon and the Chief Medical Officer to submit necessary proposition statements indicating the financial implications. They accordingly submitted proposals involving an extra cost of Rs.86,130-1/6 per annum. In the meanwhile, the question of revision of scales of pay was considered by the Policy Committee for Public Health also which resolved the revision of the scales as follows:-

Nursing Superintendents		I Grade	Rs.200-10-300	plus	Rs.45 R.A.& U.A.
		II Grade	Rs.125-5-150	"	Rs.35 "
Sisters	..	..	Rs.125-5-150	"	Rs.35 "
Nurses	..	I Grade	Rs.80-5/2-100)		
		II "	Rs.55-5/2-75)	"	Rs.24 "
		III "	Rs.35-5/2-50)		

In consideration of the fact that Nursing service forms an essential part of the hospital treatment to the patients and that the right type of trained nurses in adequate numbers are not forthcoming on account of the existing low scales of pay, it was considered necessary to revise, without delay, the scales in such a manner as to attract some of the trained staff recently released from the army. I, therefore, held a meeting with the Senior Surgeon and the Chief Medical Officer on the 4th November 1946 and, after examining the question with them in great detail from all aspects, the following proposals were put up by me for consideration by the Council of Ministers:-

(i) That the third grade of Nurses may be abolished and that there may be the following two grades only:-

Ist Grade - Rs.75-5/2-100,
IInd " - Rs.45-5/2-70;

(ii) That R.A. and U.A. may be fixed at Rs.24/- per mensem for both the grades uniformly;

(iii) That the present number of posts of nurses, namely, 265 be allocated between the revised grades as follows:-

Ist Grade - 53
IInd " - 212.

(iv) That there should be a first grade Superintendent in each of the major hospitals (Victoria, Vani Vilas, Krishnarajendra and Cheluvamba hospitals)

in the two Cities and that the scales of pay and the number of Nursing Superintendents may be as follows:-

Ist Grade	(4)	Rs.200-10-300	plus R.A. and U.A. at Rs.45/-
IInd "	(12)	Rs.125-5-150	plus R.A. and U.A. at Rs.35/-

O - Para 64

(v) That the extra cost of Rs.1,13,800/- per annum resulting out of the revision, may be met out of the provision of Rs.92,000/- already made in the budget for 1946-47 and that the benefit of the proposed scales may be given effect from the 1st November 1946.

P

The matter was considered at the meeting of the Council of Ministers held on the 27th November 1946 and it was resolved as follows:-

"The proposals of the Minister for Education and Public Health are accepted".

I solicit the gracious sanction of His Highness to the above resolution.

H W Rogan

Bangalore
6th December 1946

Minister for Education
and Public Health

Record of Cases submitted for the Orders of His Highness the Maharaja.

Subject.

Revision of the scales of pay of the Nursing staff.

592

Order.

K.N.
12/12/'46

J.M.
14/12/46
bh secy

WO
14/12/46.
DSO
14/12

General and Revenue

Secretariat.

C546

WD 01723—GPB—500—23-9-46

SUBJECT:—

Revision of the scales of pay of the Nursing staff.

(*)

14. All urgent or confidential files returned with His Highness' orders may, in the absence of instructions or indications to the contrary, be ordinarily circulated to the Ministers for perusal after the issue of orders.

16. The Secretaries concerned should see that orders in the cases referred to above are issued at once and that the files are returned immediately after, to the Chief Secretary for circulation to the Ministers.

17. In all other cases, the files will first be circulated to the Ministers at Headquarters and then sent to the Secretariat concerned for the issue of orders.

Circulated to Council of Ministers for perusal of His Highness' orders before/after issue of orders. (*Vide* Rules 14, 16 and 17 of the Subsidiary Rules of the Mysore Government Business Rules.) (*)

Chief Secretary to Government.

16/12/46

Through the Secretary to Government,

Education Department.

EDUCATION SECRETARY No. 16/12 Date 16/12

1. Minister for Education & Public Health. (Seen)

4707

2. Minister for Law. 4.1.47

30/12

4712 30.12.46.

3. Minister for Agriculture and Public Works. 30/12

4129 2.1.47.

4. Minister for Home. 4/1/47

EDUCATION SECRETARY No. 7/1 Date 7/1

5218 4.1.47

5. Minister for Revenue and Communications. 4/1/47

Secretary to Government, Education Department, (with compliments). 4/1/47

NOTE:—Contn. sheet

Press Copies received. 16/1

2576

subd with D/Lg.O.

Sheth
19/12.
W.

A revised draft is submitted for appl.

Edn. Secy
20/12

Issue
20/12.

xxx
Mp seen.
To day please
W.
20/12

Red typed
20/12.

H. Cons: 2588.

Ref: Finl. Secy's opinion in paras 6 7 & 10

Dft. & file put up
Finl. Secy)

May
21/12

25/12/46

Issue
26/12/46

May
26/12

To- The S.S.
- The C.H.D
- The Comptr Main F.S.
- The Comptr & Dev Dte
- The Secy, P.H Com.

No M 6963-7/Hed 42-46-10 & 23/12/46

Sanctions the revision of the scales of pay of the Nursing staff in the Med. dept.

Needed after issue for circulation.

Sheth
28/12

28/12

Urgent

Med 42-45-2

No. Cyc. 392-58 Office of the Senior Surgeon in Mysore, Bangalore, Dated 21st January 1946.

To

The Secretary to the Government of
His Highness the Maharaja of Mysore,
Education Department, Bangalore.

Sir,

Sub.- Recommendations of the Committee appointed to examine the conditions of the nursing service.

- - -

With reference to Government Order No.M.10749-51/Med.178-42-16 dated the 1st June 1945 passing orders on the recommendations made by the Committee appointed to examine the conditions of nursing service in the State, I have the honour to submit proposals on certain items of the recommendation of the Committee.-

I. (7) "If arrangements could be made for the boarding and lodging of probationary nurses in the Hospital premises, a sum of Rs.25/- per mensem may be deducted out of their stipend for boarding expenses and the balance of Rs.5/- be given to them as pocket money"

This question can be taken up only when a new Nurses' Home with provision for boarding and lodging arrangements is constructed. It would also be necessary to appoint a House Mother to look after the comforts of the probationary nurses and to enhance the scholarship amount from Rs.25/- to Rs.30/-.

I.(9) "Scholarships should be made available for giving post graduate training to qualified nurses to obtain training in special subjects in various schools of Nursing in India and abroad"

This recommendation of the Committee has already been accepted by Government and I propose that sanction be accorded to depute annually two suitable nurses to the School of Nursing Administration, New Delhi for higher training in nursing with the usual concessions regarding the travelling expenses and maintenance at the new place. Proposals for the deputation of one nurse Miss M. Gowramma have already been submitted to Government with my letter No.G.C.251-11 dated the 21st December 1945 and orders are awaited.

III.(1) "Revision of the scale of pay of Nurses"

A proposition statement, in duplicate, in respect of the revision of pay of nurses as proposed by the Committee is herewith submitted for sanction. The extra cost involved by the proposal is indicated in the proposition statement.

VI.(a) "A club may be started in a suitable place for providing the nurses with certain recreations"

The Medical Officers of the Victoria and Krishnarajendra Hospitals where a large number of nurses and probationers are employed, have been instructed to make suitable arrangements to start a club in the Hospital premises for the benefit of the nurses and to afford facilities for indoor games and a reading room. It is necessary that these amenetie are provided to the nursing staff as it would be a real comfort to them after hard work in the Hospital. I recommend that the Medical Officers be permitted to subscribe for some useful newspapers and monthly journals the cost being met out of the Hospital Grants.

VII. "Appointment of Nursing Sisters and Sister Tutor, to the two teaching institutions"

The appointment of Nursing Sisters and Sister Tutors is very necessary and I recommend that two Nursing Sisters and one Sister Tutor on Rs.125-5-150 per mensem be sanctioned to each of the Victoria and Krishnarajendra Hospitals. The extra cost for these

P.T.O.

these six appointments will be Rs.850/- per mensem or Rs.10,200/- per annum.

I have the honour to be,
Sir,
Your most obedient servant,

SENIOR SURGEON.

TVD.

Finance and Account Form 11

Finl. 200]

(*Vide* Art. 71, M. C. A. C.

STATEMENT OF PROPOSITION

Name of office to which the proposition re

Government orders sanctioning present Establishment		Nature of Charge							
		Present Scale						Pro	
				Pay					
No.	Date	No.	Designation	Minimum	Rate of Increase	Maximum	Average Cost	No.	Designation
		2	Nursing Superintendents	150	10	250	555 5/9 -	3	Matrons
		1	-do-	100	10	200			
		3	Ration and Uniform allowance	22½	-	22½	67½	3	Ration and Uniform allowance
		5	Assistant Matrons Theatre Sisters, etc.	100	5	125	583⅓	11	Nursing Sisters
		5	Ration and Uniform allowances	22½	-	22½	112½	11	Ration and Uniformallowances
		2	Supervising Sisters.	125	5	200	233⅓	2	Supervising Sisters
		2	Ration and Uniformallowances	22½	-	22½	45	2	Ration and Uniform allowances
		26	I Grade Nurses	60	5/3	90	1950	26	I Grade Nurses
		26	Ration and Uniform allowances	12½	-	12½	325	26	Ration and Uniform allowances
		82	II Grade Nurses	40	5/3	60	4100	82	II Grade Nurses
		82	Ration and Uniform allowances	12½	-	12½	1025	82	Ration and Uniform allowances
		150	III Grade Nurses	30	1	40	5416⅔	150	III Grade Nurses
		150	Ration and Uniformallowances	12½	-	12½	1875	150	Ration and Uniform allowances
				Total			16288 8/9 -		

Extra cost:- Rs.
Rs.

NOTE—To be prepared in duplicate and forwarded through the Comptroller in Mysore and should be fu

Vol. I, Appendices and Forms.)

FOR REVISION OF ESTABLISHMENT.

tes.....

WD 05022—GPB—4,000—29-12-41

osed Sale				Proposition				Orders of Sanctioning Authority
				Permanent		ary		
Pay			Average Cost	Increase per month	Decrease per month	Increase per month	Decrease per month	
Minimum	Rate of Increase	Maximum		Amount	Amount	Period	Period / Amount	
200	10	300	783⅓	227 7/9				
46¼	-	46¼	138¾	71¼				
125	5	150	1558⅓	975				
35	-	35	385	272½				
125	5	200	233⅓	-				
22½	-	22½	45	-				
30	5/2	100	2403/9	453 5/9				
24	-	24	624	299				
5	5/2	75	5530/9	1430 4/9				
4	-	24	1968	943				
5	5/2	50	6700½	1283 5/6				
	-	24	3600	1725				
			23970¼	7681 13/36				

1 13/36 per mensem or
% 1/3 per annum.

monthly

Senior Surgeon.

priation statement, if the proposal involves additional expenditure.

Med/42-46-3.

4219 M

C. F. No. 45]

GOVERNMENT OF MYSORE

Tele gram / phone

No. C. 1119 - 33 ION SECRETARY 4/3/46

Encls. one in duplicate

OFFICE OF

THE CHIEF MEDICAL OFFICER,
WOMEN'S HOSPITALS IN MYSORE,
BANGALORE.

Date 4 - 3 - 1946

To

The Secretary to the Government of
His Highness the Maharaja of Mysore,
Education Department,
Bangalore.

MMAH IV. 5/3

Sir,

With reference to correspondence ending with your reminder No.M. 7829/Med. dated 28-1-1946 in the matter of submitting proposals on recommendations I (7, 9) of the Committee appointed by Government to examine the conditions of Nursing Service, I have the honour to state that recommendation No.I (7) relates to the arrangements for boarding and lodging to the pupil nurses. As the Senior Surgeon in Mysore, Bangalore, is the Unit Officer for training pupil nurses and as they are generally trained in the Victoria and Krishnarajendra Hospitals, which are under the jurisdiction of the Senior Surgeon, I request that the Senior Surgeon in Mysore, Bangalore, may kindly be addressed in th matter.

Regarding recommendation No.I (9) for the grant of scholarships to nurses for giving post-graduate training in special subjects, it is desirable that qualified deserving nurses should be granted scholarships for higher training in India and abroad to increase the nursin efficiency. Such a scholarship may be granted as and when necessi arises and when proposals are submitted by the Senior Surgeon and t Chief Medical Officer for hands for the Men's Section and Women's Section respectively.

Recommendation No.III.- Revision of the scales of pay of Nurse

A proposition statement relating to the Nursing Staff attach to the institutions of this section is forwarded herewith.

In the Proposition Statement 11 additional Night Superintend 7 to the Vani Vilas Hospital, Bangalore, and 4 to the Cheluvamba Hospital, Mysore, have been proposed. By posting the existing

Night Superintendents every alternate month on night duty, it is found that they are falling ill. The work of the Supervising Sisters has been found so satisfactory that it is desirable to have a supervising sister for each floor, or block and one for the labour ward both by day and night. The Children's Hospital requires a supervising sister by day and one by night. In the Vani Vilas Hospital, there are 3 labour wards busy both day and night. One supervising sister by day and one by night is absolutely necessary. The rest of the hospital requires 3 sisters by day and two by night.

The Cheluvamba Hospital, Mysore, likewise requires one by day and one by night for the labour wards and two by day and one by night for the rest of the hospital. It is, therefore, proposed to appoint 11 more Night Superintendents to the institutions.

I request that orders of Government may kindly be communicated early.

I have the honour to be,
Sir,
Your most obedient servant,

CHIEF MEDICAL OFFICER.

Finance and Account Form 11

Finl. 200]

(*Vide* Art. 71, M. C. A. C

STATEMENT OF PROPOSITION

Name of office to which the proposition re

Government orders sanctioning present Establishment		Nature of Charge								
		Present Scale						P		
		No.	Designation	Pay			Average Cost	No.	Designation	
				Minimum	Rate of Increase	Maximum				
No.	Date									
									VANI VILAS HOSPITAL, B	
		1	Nursing Superintendent. R.A.@ Rs.10/- & U.A.@ Rs.2½.	100	10	150	133⅓ 12½	1	Nursing Super tendent. R.A.@ Rs.40/- U.A.6½.	
		2	Night Supdts. R & U.A.@ Rs.25/-	125	5	150	283⅓ 50.	2	Night Supdts. R. & U.A.@ Rs.	
		1	Asst. Matron.	60	5	100	85⅓			
		8	I Grade Nurses. R.A.@s.10 & U.A. @ 2½.	50	5/3.	90.	600. 100.	9	I Grade Nurse R.A.@s.20/-& U.	
		16	II Grade Nurses. R.A.@s.10 & U.A.@ Rs.2½.	40	5/3.	60.	890. 200.	16	II Grade Nurs R.A.@s.20 & U.A.	
		16	III Grade Nurses. R.A.@ Rs.10/- & U.A.@ 2½.	30	1	40	577¼ 300.	16	III Grade Nur R.A.@ 20/- & U.A	
		44					3054¼	45	51	
									CHELUVAMBA HOSPITAL, M	
		1	Nursing Supdt. R.& U.A.@ Rs.22½.	100	5	125	1116⅔ 22½.	1	Nursing Supdt R.A.@ 40/-&U.A.@	
		1	Night Supdt. R & U.A. @ 25/-	125	5	150	141⅔ 25	1	Night Supdts. R. & U.A. @ 25/	
		2	I Grade Nurses. R.A. 10/- & U.A.2½.	60	5/3	90.	150. 25.	2	I Grade Nurse R.A. 20 @ U.A.	
		13	II Grade Nurses. R.A. 10/- & U,A.2½.	40	5/3	60	650 162½	13	II Grade Nurse R.A. 20 & U.A.4	
		9	III Grade Nurses. R.A. 10/- & U.A.2½.	30	1	40	325 112½	9	III Grade Nurs R.A. 20/-& U.A.	
		26.					1730	27 30		
									MATERNITY HOSPITAL, K	
		1	I Grade Nurse. R.A.10/- U.A.2½.	60	5/3	90	75 12½	1	I Grade Nurse. R.A.20/- & U.A	
		2	II Grade Nurses. R.A.10/- & U.A.2½.	40	5/3	60	100 25	2	II Grade Nurse R.A.20/- & U.A.	
		3	III Grade Nurses. R.A.10/- & U.A.2½.	30	1	40	108⅓ 37½	3	III Grade Nurs R.A.20/- & U.A.	
		6					358⅓	6		
									MATERNITY HOSPITAL, CHIKMAGA	
		1	II Grade Nurse. R.A.10 & U.A.2½.	40	5/3	60.	50. 12½	1	II Grade Nurs R.A. 20/- & U.A	
		2	III Grade Nurses. R.A.10 & U.A.2½.	30	1	40	72½ 25	2	III Grade Nur R.A.20 & U.A.4/	
		3.					159½	3		
									MATERNITY HOSPITAL, HOLENAR	
		1	III Grade Nurse. R.A.10 & U.A.2½.	30	1	40	36¼ 12½	1	III Grade Nur R.A.20 & U.A.4.	
		1					48¾	1		

OTE.—To be prepared in duplicate and forwarded through the Comptroller in Mysore and should be followed by a re

Vol. I, Appendices and Forms.)

FOR REVISION OF ESTABLISHMENT.

tes.....Revision of scales of pay of Nurses. (WOMEN'S SECTION).

WD 03750—GPB—2,000—24-9-41

	Proposed Scale				Proposition						Orders of Sanctioning Authority
	Pay			Average Cost	Permanent		Temporary				
					Increase per month	Decrease per month	Increase per month		Decrease per month		
	Minimum	Rate of Increase	Maximum		Amount	Amount	Period	Amount	Period	Amount	
GALORE.											
	200	10	300	261-1/9							
				46¼							
	125	5	150	425.	1275/-						
				75.	225/-						
	-	-	-	-							
	80	5/2	100	832.							
	Rs.4/-			216.							
	55	5/2	75	1079-1/9.							
	Rs.4/-			334.							
	35	5/2	50	709-1/3							
	4/-			384							
				4413 1/3	1357-1/36						
				5411 9/36	2357 1/36						
GORE.											
	200	10	300	261-1/9							
				46¼							
	125	5	150	228-1/3	708⅓						
				50.	125						
	80	5/2	100	184-8/9							
				48.							
	55	5/2	75	876-7/9							
				812.							
	35	5/2	50	299							
				216							
				667 1/3	946-19/36.						
				3177 1/36 36	1446 19/36						
AR GOLD FIELD.											
	80	5/2	100	92-4/9							
				24.							
	55	5/2	75	134-8/9							
				48							
	35	5/2	50	133.							
				72.							
				503 4	146.						
UR.											
	55	5/2	75	67-4/9							
				24							
	35	5/2	50	883							
				48							
				228-1/9.	68-7/18.						
SIPUR.											
	35	5/2	50	44⅓							
				24							
				68-1/3.	19-13/18.						
				Total.	Rs.2,537-8/3 per mensem						
				OR	Rs.30,452/- per annum.						

propriation statement, if the proposal involves additional expenditure.

48,452/- Per annum.

CHIEF MEDICAL OFFICER,

WOMEN'S HOSPITALS IN MYSORE, BANGALORE

C. F. No. 46]

GOVERNMENT OF MYSORE

No. C-946-1
Encls. one

OFFICE OF the Chief Medical Officer,
Women's Hospitals in Mysore, Bangalore.

Date 4-3-1946

To

The Secretary to the Government of
His Highness the Maharaja of Mysore,
Education Department,
Bangalore.

Sir,

I have the honour to forward herewith, for information, a copy of the remarks made by the Board of Visitors of the Vani Vilas Hospital, Bangalore, when they visited the institution on the 23rd February 1946.

I have the honour to be,
Sir,
Your most obedient servant,

CHIEF MEDICAL OFFICER.

Date 8-3-46
No. 5419.

EDUCATION SEC
No.
Date 11/3

Remarks made by the Board of Visitors of the Vani Vilas Hospital, Bangalore, when they visited the institution on the 23rd February 1946.

The Nursing Supervisors are doing good work. They are not sufficient for this big hospital. May we request the Government to appoint four more supervisors to carry on the work and at the same time they will be helpful to teach the new coming pupil.

We are glad to see the temporary canteen is ready for work and we hope the Nurses and servants will be better fed.

Sd/- Laxmidevi Raman.

" Ghani.

"Copy"

CHIEF MEDICAL OFFICER.

9/3.

Appendix F. G.—1]

SUBJECT.....

.....

.....

Section Med

File No.

Serial No.

Diary No. of letter replied to.....

No. M 10703/Encls 2 Progs. Stat.

To

General and Revenue Secretariat

( )

the *194* .

Comptroller

Sir,

Date of issue 9/4/46

Signed by Mr. M. R. Rao.

I am directed to forward herewith for favour of verification and early return two propositions Statements in respect of nurses of State Nursing Staff received from the S.S. and the CMO Women's Hospitals in Mysore. The proposition Statements furnished by the S.S is Stated to include the entire nursing staff ~~in the Staff~~ under the S.S. and the CMO. ~~Both the proposition Statements~~

List of enclosures.....

Copied by.....

in respect of nurses & Women's teachers.

Examined by.....

~~Appendix~~

~~I include extra Staff also.~~

The extra cost may ~~therefore~~ be kindly considered under the following heads:

(1) Revision of pay of entire existing nursing Staff in Men's & Women's institutions

(2) Cost on account of add'l. Staff.

(3) ~~Cost on account of revision of pay of~~ ~~nurses I, II and III grades only~~

Thanking you,

Yours sincerely,

[illegible]

Dale
28/3

(2.87

GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE.

EDUCATION SECRETARY No. 1575 Dated 2

No. 509/A.iii

Comptroller's Office, Bangalore.

Dated the 13th May 1946

The Secretary to the
Government of Mysore,
Education Department,
Bangalore.

Proposition Statement of the Nursing Staff of the Medical Department

Sir,

With reference to your letter No.M.10703/Med. dated 2-4-46 regarding the above, I have the honor to state that though the proposition statements have not been sent in duplicate as required by Rules, the Proposition Statement of the Women's Section furnished by the Chief Medical Officer only has been verified and returned herewith with the following information as desired:

(1) The extra cost on account of the revision of pay and allowances of the existing entire Nursing staff works out to Rs.2,489 2/3 per mensem or Rs.29,876 per annum.

(2) The extra cost on account of additional staff proposed works out to 1,558 1/3 per mensem or Rs.18,700/- per annum.

The Proposition Statement relating to the Men's Section furnished by the Senior Surgeon is not susceptible of verification as it has not been furnished institutionwar (as furnished by the Chief Medical Officer) nor details working up to the total strength of each class of officers have been furnished with the statement to facilitate its verification

It has therefore been returned [illegible] i may kindly be sent back with the information required above.

I have the honor to be,
Sir,
Your most obedient servant,

Comptroller

13/5

GV/ll

64
13/5

Finance and Account Form 11

Finl. 200]

(*Vide* Art. 71, M. C. A. C.

STATEMENT OF PROPOSITION

Name of office to which the proposition rela

Government orders sanctioning present Establishment		Nature of Charge								
		Present Scale						Pro		
		No.	Designation	Pay			Average Cost	No.	Designation	
No.	Date			Minimum	Rate of Increase	Maximum				
							VANI VILAS HOSPITAL, BAN			
		1	Nursing Superintendent. R.A.@ Rs.10/- & U.A.@ Rs.2½.	100	10	150	133⅓ 12½	1	Nursing Superin tendent. R.A.@ Rs.40/- & U.A.6¼.	
		2	Night Supdts. R & U.A.@ Rs.25/-	125	5	150	283⅓ 50.	2	Night Supdts. R. & U.A.@ Rs.25	
		1	Asst. Matron.	60	5	100	85⅓		-	
		8	I Grade Nurses. R.A.@s.10 & U.A. @ 2½.	60	5/3.	90	600. 100.	9	I Grade Nurses. R.A.@s.20/-& U.A.	
		16	II Grade Nurses. R.A.@s.10 & U.A.@ Rs.2½.	40.	5/3.	60	800. 200.	16	II Grade Nurses R.A.@s.20 & U.A. @	
		16	III Grade Nurses. R.A.@ Rs.10/- & U.A.@ 2½.	30	1	40	577⅐ 200.	16	III Grade Nurse R.A.@ 20/- & U.A.@	
		44					3054⅐	45 51		
							CHELUVAMBA HOSPITAL, MY			
		1	Nursing Supdt. R.& U.A.@ Rs.22½.	100	5	125	116⅔ 22½.	1	Nursing Supdt. R.A.@ 40/-&U.A.@	
		1	Night Supdt. R & U.A. @ 25/-	125	5	150	141⅔ 25	5	Night Supdts. R. & U.A. @ 25/-	
		2	I Grade Nurses. R.A. 10/- & U.A.2½.	60	5/3	90.	150. 25.	2	I Grade Nurses R.A. 20 @ U.A.4	
		13	II Grade Nurses. R.A. 10/- & U.A.2½.	40	5/3	60	650 162½	13	II Grade Nurses R.A. 20 & U.A.4.	
		9	III Grade Nurses. R.A. 10/- & U.A.2½.	30	1	40	325 112½	9	III Grade Nurse R.A. 20/-& U.A.4	
		26.					1730⅓	30		
							MATERNITY HOSPITAL, KO			
		1	I Grade Nurse. R.A.10/- U.A.2½.	60	5/3	90	75 12½	1	I Grade Nurse R.A.20/- & U.A	
		2	II Grade Nurses. R.A.10/- & U.A.2½.	40	5/3	60	100 25	2	II Grade Nurse R.A.20/- & U.A.	
		3	III Grade Nurses. R.A.10/- & U.A.2½.	30	1	40.	108⅓ 37½	3	III Grade Nurs R.A.20/- & U.A.	
		6					358⅓	6		
							MATERNITY HOSPITAL, CHIKMAGA			
		1	II Grade Nurse. R.A.10 & U.A.2½.	40	5/3	60.	50	1	II Grade Nurs	
		2	III Grade Nurses. R.A.10 & U.A.2½.	30	1	40	72 25	2	III Grade Nur R.A.20 & U.A.4/	
		3.					159⅓	3		
							MATERNITY HOSPITAL, HOLENAR			
		1	III Grade Nurse. R.A.10 & U.A.2½.	30	1	40	36 12½.	1	III Grade Nur R.A.20 & U.A.4.	
		1					48⅓	1		

Verified

NOTE.—To be prepared in duplicate and forwarded through the Comptroller in Mysore and should be followed by

80

Accountant

ol. I, Appendices and Forms.)

R REVISION OF ESTABLISHMENT.

s.....Revision of scales of pay of Nurses.
(WOMEN'S SECTION).

WD 03750—GPB—2,000—24-9-41

ed Scale				Proposition						Orders of Sanctioning Authority
				Permanent		Temporary				
Pay			Average Cost	Increase per month	Decrease per month	Increase per month		Decrease per month		
Minimum	Rate of Increase	Maximum		Amount	Amount	Period	Amount	Period	Amount	
ORE.										
200	10	300	261-1/9							
125	5	150	46¼ 425 ~~1275/-~~ 75. ~~225/-~~							
-	-	-	-							
80	5/2	100	832.							
4/-		-	216.							
55	5/2	75	1079-1/9.							
4/-			384.							
135	5/2-	50	~~709-1/3~~ 714⅔ 384 ~~441-13/36 1357-1/36~~ ~~2357 4/36~~ 2362 13/36.							Ex wa 60 Nurses addition 7 Night Supds 7 × 141⅔ = 991⅔ Pm.
200	10	300	261-1/9							
125	5	150	46¼ ~~282-1/3~~ 708⅓ ~~50.~~ 125							
80	5/2	100	184-8/9							
55	5/2	75	48. 876-7/9 312.							
35	5/2	50	~~299~~ 402 216							Ex. male Nurses addition 4 Night Supds 4 × 141⅔ = 566⅔ Pm.
			~~267-13/36~~ ~~946-19/36.~~ ~~3177-13/36~~ ~~1446-19/36~~ 1449 19/36							
OLD FIELD.			3180 13/36							Ex. male Nurses additional staff 1558⅓ Pm or 8700/- Pa
80	5/2	100	92-4/9 24.							
55	5/2	75	134-8/9							
35	5/2	50	~~48~~ 48 ~~128.~~ 134 72. ~~504⅓~~ ~~146.~~ 147 505⅓							
55	5/2	75	67-4/9 24							
35	5/2	50	~~88⅔~~ 89⅓ 48 ~~288 1/9.~~ ~~68-7/18.~~ 69 1/18							
R.										
35	5/2	50	~~445~~ 446⅔ 24 68-7/3. ~~19-13/18.~~ 20 1/18							4048 Pm.
			Total. Rs. ~~2,537-2/3~~ per mensem ~~30,452/-~~ per annum. OR Rs. 48576							

lation statement, if the proposal involves additional expenditure.

CHIEF MEDICAL OFFICER,
WOMEN'S HOSPITALS IN MYSORE, BANGALORE

Finance and Account Form 11

Finl. 200]

(*Vide* Art. 71, M. C. A. C.,ol

STATEMENT OF PROPOSITION'C

Name of office to which the proposition rela

Government orders sanctioning present Establishment		Nature of Charge								
		Present Scale						Proje		
				Pay						
No.	Date	No.	Designation	Minimum	Rate of Increase	Maximum.	Average Cost	No.	Designation	
		2	Nursing Superintendents	150	10	250	555 5/9	3	Matrons	
		1	-do-	100	10	200				
		3	Ration and Uniform allowance	22½	-	22½	67½	3	Ration and Uniform allowance	
		5	Assistant Matrons Theatre Sisters, etc.	100	5	125	583⅓	11	Nursing Sister	
		5	Ration and Uniform allowances	22½	-	22½	112½	11	Ration and Uniformallowances	
		2	Supervising Sisters.	125	5	200	233⅓	2	Supervising Sisters	
		2	Ration and Uniformallowances	22½	-	22½	45	2	Ration and Uniform allowance	
		26	I Grade Nurses	60	5/3	90	1950	26	I Grade Nurses	
		26	Ration and Uniform allowances	12½	-	12½	325	26	Ration and Uniform allowance	
		82	II Grade Nurses	40	5/3	60	4100	82	II Grade Nurses	
		82	Ration and Uniform allowances	12½	-	12½	1025	82	Ration and Uniform allowance	
		150	III Grade Nurses	30	1	40	5416⅔	150	III Grade Nurse	
		150	Ration and Uniformallowances	12½	-	12½	1875	150	Ration and Uniform allowance	
				Total			16288 5/9			
									Extra cost:-	Rs. Rs

NOTE—To be prepared in duplicate and forwarded through the Comptroller in Mysore and should be followed by

, Appendices and Forms.)

REVISION OF ESTABLISHMENT.

.....

WD 05022—GPB—4,000—29-12 41

ale	Pay			Average Cost	Proposition						Orders of Sanctioning Authority
					Permanent		Temporary				
					Increase per month	Decrease per month	Increase per month		Decrease per month		
mum	Rate of Increase	Maximum			Amount	Amount	Period	Amount	Period	Amount	
200	10	300	783⅓	227 7/9							
46½	-	46½	138⅔	71½							
125	5	150	1553⅓	975							
35	-	35	385	272½							
125	5	200	233⅓	-							
22½	-	22½	46	-							
80	5/2	100	2403⅓	453 5/9							
24	-	24	624	299							
55	5/2	75	5530⅔	1430 4/9							
24	-	24	1968	943							
35	5/2	50	6700⅓	1283 5/6							
24	-	24	3600	1725							
				23970⅓	7681 13/36						

,681 13/36 per mensem or
2,176 1/3 per annum.

Senior Surgeon.

a reappropriation statement, if the proposal involves additional expenditure.

Appendix F. G.—1]

SUBJECT.....

.....

.....

Diary No. of letter replied to.....

General and Revenue Secretariat

( )

the 194 .

Date of issue 28/5/46

Signed by.... Mr. M. R. Rao

List of enclosures.....

Copied by.....

Examined by.....

Section Med

File No.

Serial No.

No. M/32444/Med/1

To.

The Senior Surgeon

Sir,

With ref. to your letter dtd. GC. 392-58 Dt 21-1-1946 submitting among others the proposition statement in respect of the revision of pay of nurses, I am directed to forward herewith a copy of letter No. 509/A.III Dt 13-5-1946 from the Comptroller to Govt. on the subject and to request you to submit the proposition statement with the information as required by the Comptroller.

I have etc

Secretary to Govt.

Med Edn. Dept.

WD 0874—GPB—25,000—20 11-45

C. F. No. 46] Med 42-46-4

GOVERNMENT OF MYSORE

(25)

No. Epe. 392-66 OFFICE OF The Senior Surgeon in Mysore,
Encls. Two Bangalore.

Date 23rd July 1946.

To Dy. 2447/46

The Secretary to the Government of
His Highness the Maharaja of Mysore,
Education Department, Bangalore.

Sir,

Sub: Revision of the scale of pay of the nursing Staff.

With reference to your letter No.M.13244/Med. dated the 28th May 1946 on the above subject, I have the honour to submit herewith, a revised proposition statement, in duplicate, worked out in respect of each medical institution--men's section, separately as desired by the Comptroller. The extra cost involved by the proposal works up to Rs.4,543.4/9 per mensem or Rs.54,521⅓ per annum in respect of the permanent establishment and Rs.20.1/8 per mensem or Rs.240¾ per annum in respect of the temporary establishment.

I have the honour to be,
Sir,
Your most obedient servant,

Senior Surgeon.

SV.

Med 42-46-5

M1164/Encl 2
& 27/7/46.

To the Comptroller & Genl.

Sir,

With reference to your letter No. 509/A iii dt 13-5-1946 re. proposition statement of the Nursing staff of the Medical Department, I am directed to forward herewith for verification and return the proposition statement in respect of revision of scales of pay of Nursing staff of hospitals ~~Administrative~~ received from the GG as required in your letter ~~referred to~~ above. The extra cost may be briefly indicated under the following head:-

1) Revision of pay of existing nursing staff in municipal institutions; and
(2) Cost on account of additional staff.

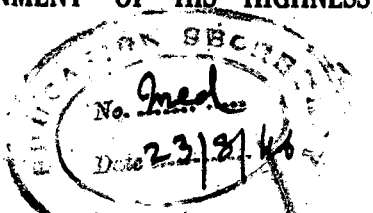
The foregoing ~~an~~ urgent reply is requested.

I have etc

Secretary to Govt
Edn. Dept.

Rec'd 42-46-6.

GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE. 1144/M



Comptroller's Office, Bangalore.

No. 295/Books Dated the 23rd August, 1946.

The Secretary to Government,
Education Department,
Bangalore.

Sir,

RE: Proposition Statement relating to the Nursing Establishment of the Medical Department. D No 642

I have the honour to return herewith duly verified the above proposition statement (in duplicate) received with your letter No.M 1164/Med 42-46-5 dated 27-7-1946. The proposals as set forth involve extra cost as noted below:

a) Men's Institutions:
Rs.4,606 13/18 per mensem or Rs.55,280 2/3 per annum under permanent establishment and of Rs.20 1/8 per mensem or Rs.241½ under temporary establishment.

b) Additional Staff:
Rs.60 1/6 per mensem or Rs.722 per annum.

P.T.O

Rs.60 1/6 per mensem of Rs.722 per snnum.

I have the honour to be,
Sir,
Your most obedient servant,

COLPTROLLER.

23/8/46

Appendix F. G.—1]

SUBJECT..... Revision of the Scale of pay of the Nursing staff.

Section Med
File No. 42-46
Serial No. 7

Diary No. of letter replied to.....

No. M2649/Sd/25th

General and Revenue Secretariat

( )

the 194

To.

The Senior Surgeon

Vd,

Date of issue 9/9/46

Signed by Mr. M. R. Rao

With reference to your letter No. GC 392-66 dt. 23-7-1946 forwarding a revised proforma statement in respect of each Medical institution separately, I am directed to state that the Comptroller to whom the proforma statement was sent for verification, has informed that 21 Grade Nurse and 5 III Grade Nurses sanctioned to the District Headquarters Hospitals and are III Grade Nurse sanctioned for one of the

List of enclosures.....

Copied by.....

Examined by.....

District HQ/s/ fields have been omitted in the statement.

The Prospective statement (in duplicate) is sent herewith for necessary Correction and retransmission at an early date

Thanks

Yours

Secretary to Govt.
Revenue Dept

To

Cc

C. F. No. 46]

GOVERNMENT OF MYSORE

No. Gc.392-72 OFFICE OF The Senior Surgeon in Mysore,
Encls. Four. Bangalore.

Immediate. Date 30th October 1946.

To

The Secretary to the Government of
His Highness the Maharaja of Mysore;
Education Department, Bangalore.

Sir,

Sub: Revision of the scale of pay of nursing staff.

With reference to your letter No.M.4013/Med. dated the 29th October 1946 on the above subject, I have the honour to state that the omissions pointed out by the Comptroller were not included in the original proposition statement as these posts relate to the maternity sections of the District Hospitals and it was presumed that they would be incorporated in the proposition statement furnished by the Chief Medical Officer, Women's Hospitals in Mysore, Bangalore. As the Comptroller has pointed out that these posts have not been taken into consideration, I am submitting herewith a revised proposition statement including the posts of one II Grade Nurse and six III Grade Nurses under District Hospitals.

The enclosures received with your letter No.M.2649/Med. 42-46-7 dated the 9th September 1946 are herewith resubmitted.

I have the honour to be,
Sir,
Your most obedient servant,

Senior Surgeon.

SV.

Sahib. DPRO 2299 was submitted to Hon Edr & P.M. on 30/10/46. The connected file is linked thereto.

Shakil
31/10/46.

W.

Please ascertain from the Ministers office if the file can be seen by the Ministers at present.

MQ
31/10

Sahib. I have personally reminded the Ministers office to kindly return the file as it is urgent.

Shakil
31/10

Finance and Account Form 11

Finl. 200]

(*Vide* Art. 71, M. C. C., Vol

STATEMENT OF PROPOSITION FOR

Name of office to which the proposition relates.

Government orders sanctioning present Establishment		Nature of Charge								Propose
		Present Scale								
				Pay						
No.	Date	No.	Designation	Minimum	Rate of Increase	Maximum	Average Cost	No.	Designation	M
									Victoria Hosp	
		1	Nursing Superintendent	150	10	250	211 1/9	1	Nursing Superintendent	
			Ration & Uniform allowances	40	-	40	40		Ration & Uniform allowances	
		1	Assistant Matron	100	5	125	116-2/3	1	Nursing Sister	
			R.A. & U.A.	22½	-	22½	22½		R. A. & U.A	
		2	Night Superintendents.	125	5	150	283.1/3	2	Night Superintendents	
			R.A & U.A.	25	-	25	50		R.A. & U.A.	
		6	I Grade Nurses	60	5/3	90	450	6	I Grade Nurses	
			R.A. & U.A.	12½	-	12½	75		R.A. & U.A.	
		18	II Grade Nurses	40	5/3	60	900	18	II Grade Nurses	
			R.A & U.A.	12½	-	12½	225		R.A. & U.A.	
		14	III Grade Nurses	30	1	40	505-2/3	14	III Grade Nurses	
			R.A & U.A.	12½	-	12½	175		R.A. & U.A.	
		1	III Grade Nurse (temporary)	30	1	40	36-1/3	1	III Grade Nurse (temporary)	
			R.A. & U.A.	12½	-	12½	12½		R.A. & U.A.	
							48 11/16			
									2. Krishnarajendra	
		1	Nursing Superintendent	150	10	250	211 1/9	1	Nursing Superintendent.	
			R.A. & U.A.	40	-	40	40		R.A. & U.A.	
		2	Supervising Sisters.	125	5	200	333 1/3	2	Supervising Sisters	
			R.A. & U.A.	22½	-	22½	45		R.A. & U.A.	
		1	Theatre Sister	100	5	125	116-2/3	1	Nursing Sister	
			R.A. & U.A.	22½	-	22½	22½		R.A. & U.A.	
		4	I Grade Nurses	60	5/3	90	300	4	I Grade Nurses	
			R.A. & U.A.	12½	-	12½	50		R.A. & U.A.	
		19	II Grade Nurses	40	5/3	60	950	19	II Grade Nurses	
			R.A. & U.A.	12½	-	12½	237½		R.A. & U.A.	
		3	III Grade Nurses	30	1	40	108-1/3	3	III Grade Nurses	
			R.A. & U.A.	12½	-	12½	37½		R.A. &U.A.	
									3. Minto Ophtha lmi	
		1	I Grade Nurse	60	5/3	90	75	1	I Grade Nurse	
			R.A. & U.A.	22½	-	22½	22½		R.A. & U.A.	
		7	III Grade Nurses	30	1	40	252-1/3	7	III Grade Nurses	
			R.A. & U.A.	12½	-	12½	87½	7	R.A. & U.A.	
									4. Isolation Hospit	
		1	I Grade Nurse	60	5/3	90	75	1	I Grade Nurse	
			R.A. & U.A.	22½	-	22½	22½		R.A. & U.A.	

NOTE.—To be prepared in duplicate and forwarded through the Comptroller in Mysore and should be followed by a reappro

Co. permanent. 6041 7/18

I, Appendices and Forms.)

REVISION OF ESTABLISHMENT.

...the..Nursing..Establishment...of...the..Medical Department.

WD 03750—GPB—2,000—24-9

Scale				Proposition						Orders of Sanctioning Authority
				Permanent		Temporary				
Pay			Average Cost	Increase per month	Decrease per month	Increase per month		Decrease per month		
Minimum	Rate of Increase	Maximum		Amount	Amount	Period	Amount	Period	Amount	
...tal, Bangalore.										
200	10	300	261 1/9	-	50					
46	-		46¼	46¼	6 1/4					
25	5	150	141 2/3	-	25					
35	-	35	35	12½						
25	5	150	283.1/3	-						
35	-	35	70	20						
80	5/2	100	554 2/3	104 2/3						
24	-	24	144	69						
65	5/2	75	~~121~~ 141 2/3	39						
21	-	24	432	207						
5	5/2	50	625.1/3	119.7/9						
24	-	24	336	161						
35	5/2	50	44.2/3	~~8x5/9~~		8.5/9				
21	-	24	24	~~11½~~		11½				
			68 2/3			20 1/18				
Hospital, Mysore.										
00	10	300	261 1/9	-	50					
46	-		46¼	46¼	6¼					
	5	200	333-3	-						
		35	70	25						
25	5	150	141 2/3	-	25					
	-	35	35	12½						
	5/2	100	369-7	69 7/9						
	-	24	96	46						
	5/2	75	~~128~~ 136	~~33~~ 41						
	-	24	456	218½						
	5/2	50	134	25.2/3						
		24	72	34½						
Hospital, Bangalore.										
	5/2	100	92 4/9	17.4/9						
	-	24	24	11½						
	5/2	50	312-2/3	59.8/9						
		24	168	80½						
... Bangalore.										
	5/2	100	92.4/9	17.4/9						
		24	24	~~11½~~						

t statement, if the proposal involves additional expenditure.

~~83~~ 13/18 2268 1/3

Finance and Account Form 11

Finl. 200]

(*Vide* Art. 71, M. C. A. C.

STATEMENT OF PROPOSITION

Name of office to which the proposition rela

-2-

Government orders sanctioning present Establishment		Nature of Charge							
		Present Scale					Pro		
		No.	Designation	Pay			Average Cost	No.	Designation
				Minimum	Rate of Increase	Maximum			
No.	Date						6041 7/18		
									Isolation Hosp
		4	III Grade Nurses	30	1	40	144 4/9	4	III Grade Nurse
			R.A. & U.A.	12½	-	12½	50		R.A. & U.A.
									Epidemic Diseases H
			Mysore.						
		4	III Grade Nurses	30	1	40	144 4/9	4	III Grade Nurse
			R.A. & U.A.	12½	-	12½	50		R.A. &U.A.
			Kolar GoldField.						
		2	III Grade Nurses	30	1	40	72 2/9	2	III Grade Nurse
			R.A. & U.A.	12½	-	12½	25		R.A. & U.A.
									District Hospit
		7	II Grade Nurses	40	5/3	60	350	7	II Grade Nurses
			R.A. & U.A.	12½	-	12½	87½		R.A. & U.A.
		38	III Grade Nurses	30	1	40	1372 2/9	38	III Grade Nurse
			R.A. & U.A.	12½	-	12½	475	38	R.A. & U.A.
									Civil Hospital, K
		1	I Grade Nurse	60	5/3	90	75	1	I Grade Nurse
			R.A. & U.A.	12½	-	12½	12½		R.A. & U.A.
		1	II Grade Nurse	40	5/3	60	50	1	II Grade Nurse
			R.A. & U.A.	12½	-	12½	12½	1	R.A. &U.A.
		6	III Grade Nurses	30	1	40	216 2/3	6	III Grade Nurse
			R.A. & U.A.	12½	-	12½	75	6	R.A.& U.A.
									Princess Krishnajam
		1	Matron	100	5	125	116 2/3	1	Nursing Sister
			R.A. & U.A.	22½	-	22½	22½	1	R.A. & U.A.
		1	I Grade Nurse	60	5/3	90	75	1	I Grade Nurse
			R.A. & U.A.	12½	-	12½	12½	1	R.A. & U.A.
		14	III Grade Nurses	30	1	40	505 5/9	14	III Grade Nurse
			R.A. &U.A.	12½	-	12½	175		R.A. & U.A.
									Local Fund Hospi
		1	II Grade Nurse	40	5/3	60	50	1	II Grade Nurse
			R.A. & U.A.	12½	-	12½	12½		R.A. & U.A.
							Permanent 6293 11/18		

NOTE.—To be prepared in duplicate and forwarded through the Comptroller in Mysore and should be followed by a rea

ol. I, Appendices and Forms.)

R REVISION OF ESTABLISHMENT.

.....

WD 03750—GPB—2,000—24-9-41

d Scale				Proposition						Orders of Sanctioning Authority
				Permanent		Temporary				
Pay			Average Cost	Increase per month	Decrease per month	Increase per month		Decrease per month		
Minimum	Rate of Increase	Maximum		Amount	Amount	Period	Amount	Period	Amount	
			8309 13/18	2268 2						
al. Bangalore (contd.)										
35	5/2	50	1782.3	34.2/9						
24	-	24	96	46						
pitals.										
35	5/2	50	178.2/3	34.2/9						
24	-	24	96	46						
35	5/2	50	89.1/3	17.1/9						
24	-	24	48	23						
s										
75	5/2	75	472.1/9	122.1/9						
24	-	24	168	80½						
50	5/2	50	1697.1/3	325.1/9						
24	-	24	912	437						
ar Gold Field.										
100	5/2	100	92.4/9	17.4/9						
24	-	24	24	11½						
75	5/2	75	67.4/9	17.4/9						
24	-	24	24	11½						
50	5/2	50	268	51.1/3						
24	-	24	144	69						
ami Sanatorium, Mysore.										
25	5	150	141⅔	25						
35	-	35	35	12½						
100	5/2	100	92.4/9	17.4/9						
24	-	24	24	11½						
50	5/3	50	595 625.1/3	894 119.7/9						
24	-	24	336	161						
al & Dispensaries.			65	15						
75	5/2	75	67.4/9	17.4/9						
24	-	24	24	11½						
			14178	3955 2/9						

propion statement, if the proposal involves additional expenditure.

Finance and Account Form 11

Finl. 200]

(*Vide* Art. 71, M. C. A. C.,

STATEMENT OF PROPOSITION

Name of office to which the proposition rla

Government orders sanctioning present Establishment		Nature of Charge								
		Present Scale						Pro		
		No.	Designation	Pay			Average Cost	No.	Designation	
No.	Date			Minimum	Rate of Increase	Maximum	10223 11/18			
		10	III Grade Nurses	30	1	40	361 1/9	10	III Grade Nurse	
			R.A. & U.A.	12½	-	12½	125		R.A. &U.A.	
									Mental Hospital, B	
		1	Matron	100	5	125	116 2/3	1	Nursing Siste	
			R.A. & U.A.	22½	-	22½	22½		R.A. & U.A.	
		1	I Grade Nurse	60	5/3	90	75	1	I Grade Nurse	
			R.A. & U.A.	12½	-	12½	12½		R.A. & U.A.	
		4	II Grade Nurses	40	5/3	60	200	4	II Grade Nurses	
			R.A. & U.A.	12½	-	12½	50		R.A. & U.A.	
		13	III Grade Nurses	30	1	40	469 4/9	13	III Grade Nurses	
			R.A. & U.A. 11	12½	-	12½	137½			
			R.A. & U.A. 2	8½	-	8½	17		R.A. & U.A.	
							1,810 1/3			
									Additional staff recently	
									Mallegowda ene	
		2	III Grade Nurses	30	1	40	72 2/9	2	III Grade Nurses	
			R.A. & U.A.	12½	-	12½	25		R.A. & U.A.	
									L.F. Hospital, Holnar	
		1	III Grade Nurse	30	1	40	36 1/9	1	III Grade Nurse	
			R.A. & U.A.	12½	-	12½	12½		R.A U.A.	
							1290 5/18			
							145 5/18			
									Extra cost under tempor	
									-do- temporar e	

The portion relating to Sl. 2 (XIII) L.F. Dispensary have been verified & found correct.

Present Scale verified subject to the following remarks:—

1) One II Grade Nurse + 5 III Grade Nurses sanctioned to the District Mental Hospitals have been omitted to be shown under 2(VII) District Hospitals

2) One III Grade Nurse sanctioned for one of the District Hospitals has also been omitted

NOTE.—To be prepared in duplicate and forwarded through the Comptroller in Mysore and should be followed by reapp

for Comptroller

ol. I, Appendices and Forms.)

R REVISION OF ESTABLISHMENT.

s.....

WD 03750—GPB—2,000—24-9-41

ed Scale				Proposition						Orders of Sanctioning Authority
				Permanent		Temporary				
Pay			Average Cost	Increase per month	Decrease per month	Increase per month		Decrease per month		
Minimum	Rate of Increase	Maximum		Amount	Amount	Period	Amount	Period	Amount	
			14/7/8/6	3955 2/9						
35	5/2	50	446.2/3	85.5/9						
24	-	24	240	115						
galore.										
125	5	150	141-2/3	25						
35	-	35	35	12½						
80	5/2	100	92.4/9	17.4/9						
24	-	24	24	11½						
55	5/2	75	269.7/9	69.7/9						
24	-	24	96	46						
35	5/3	50	580.2/3	111.2/9						
24	-	24	312	157½						
			1641 4606 13/18							
anctioned.										
al Hospital, Chikmgalur.										
35	5/2	50	89.1/3	17.9/9						(for special and general wards vide G.O.No.M.14027-8/Med.211-45-3 dated 27-6-1946)
24	-	24	48	23						
ipur.										
45	5/2	50	46.2/3	8.5/9						(Vide G.O.No.M.13679-80/Med 278-45-2 dated 12-6-1946)
24	2	24	24	11½						
			~~1656 8/15 456 3/5~~ 206 60/6							

establishment:- Rs.4,543 4/9 per mensem or Rs.54,521 1/3 per annum

tablishment:- Rs.20·1/8 per mensem or Rs.240·2/3 per annum

Extra Cost :—

1) Mensuration charges — Rs 4606 13/18 per mensem or Rs 55,280 2/3 per annum under permanent establishment and of Rs 20 1/8 per mensem or Rs 241 1/2 per annum under temporary establishment

Senior Surgeon.

2) Additional Staff — Rs 60 1/6 per mensem or Rs 722 per annum

Cy 22/8/46

ppiation statement, if the proposal involves additional expenditure.

Finance and Account Form 11

Finl. 200]

(*Vide* Art. 71, M. C. A. C.,

STATEMENT OF PROPOSITION F

Name of office to which the proposition relat

Government orders sanctioning present Establishment		Nature of Charge							
		Present Scale						Prop	
		No.	Designation	Pay			Average Cost	No.	Designation
No.	Date			Minimum	Rate of Increase	Maximum			
		1	Nursing Superintendent	150	10	250	211 1/9	1	Nursing Superintendent
			Ration & Uniform allowances	40	-	40	40		Ration & Uniform allowances
		1	Assistant Matron	100	5	125	116 2/3	1	Nursing Sister
			R.A. & U.A.	22½	-	22½	22½		R.A. & U.A.
		2	Night Superintendents.	125	5	150	283.2/3	2	Night Superintendents
			R.A & U.A.	25	-	25	50		R.A. & U.A.
		6	I Grade Nurses	60	5/3	90	450	6	I Grade Nurses
			R.A. & U.A.	12½	-	12½	75		R.A. & U.A.
		18	II Grade Nurses	40	5/3	60	900	18	II Grade Nurses
			R.A & U.A.	12½	-	12½	225		R.A. & U.A.
		14	III Grade Nurses	30	1	40	505 5/9	14	III Grade Nurse
			R.A & U.A.	12½	-	12½	175		R.A. & U.A.
		1	III Grade Nurse (temporary)	30	1	40	36 1/9	1	III Grade Nurse (temporary)
			R.A. & U.A.	12½	-	12½	12½		R.A. & U.A.
							4811/18		2. Krishnarajend
		1	Nursing Superintendent	150	10	250	211 1/9	1	Nursing Superintendent.
			R.A. & U.A.	40	-	40	40		R.A. & U.A.
		2	Supervising Sisters.	125	5	200	333 1/3	2	Supervising Sisters
			R.A. & U.A.	22½	-	22½	45		R.A. & U.A.
		1	Theatre Sister	100	5	125	116 2/3	1	Nursing Sister
			R.A. & U.A.	22½	-	22½	22½		R.A. & U.A.
		4	I Grade Nurses	60	5/3	90	300	4	I Grade Nurses
			R.A. & U.A.	12½	-	12½	50		R.A. & U.A.
		19	II Grade Nurses	40	5/3	60	950	19	II Grade Nurses
			R.A. & U.A.	12½	-	12½	237½		R.A. & U.A.
		3	III Grade Nurses	30	1	40	108 1/3	3	III Grade Nurses
			R.A. & U.A.	12½	-	12½	37½		R.A. &U.A.
									3. Minto Ophtha
		1	I Grade Nurse	60	5/3	90	75	1	I Grade Nurse
			R.A. & U.A.	22½	-	22½	22½		R.A. & U.A.
		7	III Grade Nurses	30	1	40	252 7/9	7	III Grade Nurses
			R.A. & U.A.	12½	-	12½	87½	7	R.A. & U.A.
									4. Isolation Hosp
		1	I Grade Nurse	60	5/3	90	75	1	I Grade Nurse
			R.A. & U.A.	22½	-	22½	22½		R.A. & U.A.

NOTE.—To be prepared in duplicate and forwarded through the Comptroller in Mysore and should be followed by a reappr

Co permanent 6041 7/18

ol. I, Appendices and Forms.)

R REVISION OF ESTABLISHMENT.

s.....

WD 03750—GPB—2,000—24-9-41

ed Scale				Proposition						Orders of Sanctioning Authority
				Permanent		Temporary				
Pay			Average Cost	Increase per month	Decrease per month	Increase per month		Decrease per month		
Minimum	Rate of Increase	Maximum		Amount	Amount	Period	Amount	Period	Amount	
pital, Bangalore.										
200	10	300	261 1/9	50 ~~1/18~~	-					
46 1/2	-	46 1/2	46 1/2	6 1/4						
125	5	150	141 2/3	25						
35	-	35	35	12 1/2						
125	5	150	283.1/3	-	-					
35	-	35	70	20	-					
80	5/2	100	55 1/2	104 2/3						
24	-	24	144	69	-					
65	5/2	75	~~1210~~ 129	~~310~~ 39						
24	-	24	432	207						
35	5/2	50	625.1/3	119.7/9						
24	-	24	336	161						
35	5/2	50	44.2/3	~~Rx5x9~~		8.5/9				
24		24	24	~~11 1/2~~		11 1/2				
			68 2/3			20 1/18				
a Hospital, Mysore.										
200	10	300	261 1/9	50						
46 1/2	-	46 1/2	46 1/2	6 1/2						
125	5	200	333 1/3	-						
35	-	35	70	25						
125	5	150	141 2/3	25						
35	-	35	35	12 1/2						
80	5/2	00	369.7	69 1/2						
24	-	24	96	48						
65	5/2	75	~~136~~ 128 1/3	~~27~~ 1/2	41 1/2 1/3					
24	-	24	456	218 1/2						
35	5/2	50	134	25.2/3						
24	-	24	72	34 1/2						
ic Hospital, Bangalore.										
80	5/2	100	92 1/2	17.4/9						
24	-	24	24	11 1/2						
35	5/2	50	312 2/3	59.8/9						
24		24	168	80 1/2						
tal, Bangalore.										
80	5/2	100	92.4/9	17.4/9						
24	-	24	24	~~11 1/2~~						

riation statement, if the proposal involves additional expenditure.

8309 13/18 2268 1/3

Finance and Account Form 11

Finl. 200]

(*Vide* Art. 71, M. C. A. C.,

STATEMENT OF PROPOSITION F

Name of office to which the proposition relat

Government orders sanctioning present Establishment		Nature of Charge							
		Present Scale						Propo	
		No.	Designation	Pay			Average Cost	No.	Designation
No.	Date			Minimum	Rate of Increase	Maximum	60417/18		
									Isolation Hospi
		4	III Grade Nurses	30	1	40	144 4/9	4	III Grade Nurse
			R.A. & U.A.	12½	-	12½	50 9		R.A. & U.A.
							284 35/36		**Epidemic Diseases H**
			Mysore.						
		4	III Grade Nurses	30	1	40	144-4/9	4	III Grade Nurse
			R.A. & U.A.	12½	-	12½	50		R.A. &U.A.
			Kolar GoldField.						
		2	III Grade Nurses	30	1	40	72-2/9	2	III Grade Nurse
			R.A. & U.A.	12½	-	12½	25 9		R.A. & U.A.
							291 2/3		**District Hospit**
		7	II Grade Nurses	40	5/3	60	350	7	II Grade Nurses
			R.A. & U.A.	12½	-	12½	87½		R.A. & U.A.
		38	III Grade Nurses	30	1	40	1372-2/9	38	III Grade Nurse
			R.A. & U.A.	12½	-	12½	475 9	38	R.A. & U.A.
									Civil Hospital, K
		1	I Grade Nurse	60	5/3	90	75	1	I Grade Nurse
			R.A. & U.A.	12½	-	12½	12½		R.A. & U.A.
		1	II Grade Nurse	40	5/3	60	50	1	II Grade Nurse
			R.A. & U.A.	12½	-	12½	12½	1	R.A. &U.A.
		6	III Grade Nurses	30	1	40	216-2/3	6	III Grade Nurse
			R.A. & U.A.	12½	-	12½	75 3	6	R.A.& U.A.
									Princess Krishnajamm
		1	Matron	100	5	125	116 2/3	1	Nursing Sister
			R.A. & U.A.	22½	-	22½	22½	1	R.A. & U.A.
		1	I Grade Nurse	60	5/3	90	75	1	I Grade Nurse
			R.A. & U.A.	12½	-	12½	12½	1	R.A. & U.A.
		14	III Grade Nurses	30	1	40	505-2/3	14	III Grade Nurse
			R.A. &U.A.	12½	-	12½	175 9		R.A. & U.A.
									Local Fund Hospi
		1	II Grade Nurse	40	5/3	60	50	1	II Grade Nurse
			R.A. & U.A.	12½	-	12½	12½		R.A.& U.A.
							Permr 1022 31/36		

NOTE.—To be prepared in duplicate and forwarded through the Comptroller in Mysore and should be followed by a reap

ol. I, Appendices and Forms.)

R REVISION OF ESTABLISHMENT.

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WD 03750—GPB—2,000—24-9-41

d Scale				Proposition						Orders of Sanctioning Authority
				Permanent		Temporary				
Pay			Average Cost	Increase per month	Decrease per month	Increase per month		Decrease per month		
Minimum	Rate of Increase	Maximum		Amount	Amount	Period	Amount	Period	Amount	
			8309 1/3 / 18		2268 1/3					
l. Bangalore (contd.)										
35	5/2	50	1732.3	34.2/9						
24	-	24	96	46						
itals.										
35	5/2	50	178.2/3	34.2/9						
24	-	24	96	46						
35	5/2	50	89.1/3	17.1/9						
24	-	24	48	23						
55	5/2	75	472.1/9	122.1/9						
24	-	24	168	80½						
35	5/2	50	1697.1/3	325.1/						
24	-	24	912	437						
r Gold Field.										
80	5/2	100	92.4/9	17.4/9						
24	-	24	24	11½						
55	5/2	75	67.4/9	17.4/9						
24	-	24	24	11½						
35	5/2	50	268	51.1/3						
24	-	24	144	69						
ni Sanatorium, Mysore.										
125	5	150	141 2/3	25						
35	-	35	35	12½						
80	5/2	100	92.4/9	17.4/9						
24	-	24	24	11½						
35	5/3	50	595 625.1/3	119.7/9						
24	-	24	336	161						
s & Dispensaries.										
50	5/2	75	65	15						
24	-	24	24	11½						
			14178 5/6	3955 2/9						

priation statement, if the proposal involves additional expenditure.

Finance and Account Form 11

Finl. 200]

(*Vide* Art. 71, M. C. A. C.,

STATEMENT OF PROPOSITION I

Name of office to which the proposition rela

Government orders sanctioning present Establishment		Nature of Charge							
		Present Scale					Prop		
		No.	Designation	Pay			Average Cost	No.	Designation
No.	Date			Minimum	Rate of Increase	Maximum	1022 1/8		
		10	III Grade Nurses	30	1	40	361 1/9	10	III Grade Nurse
			R.A. & U.A.	12½	-	12½	125		R.A. &U.A.
									Mental Hospital, B
		1	Matron	100	5	125	116 2/3	1	Nursing Sister
			R.A. & U.A.	22½	-	22½	22½		R.A. & U.A.
		1	I Grade Nurse	60	5/3	90	75	1	I Grade Nurse
			R.A. & U.A.	12½	-	12½	12½		R.A. & U.A.
		4	II Grade Nurses	40	5/3	60	200	4	II Grade Nurses
			R.A. & U.A.	12½	-	12½	50		R.A. & U.A.
		13	III Grade Nurses	30	1	40	469-4/9	13	III Grade Nurses
			R.A. & U.A. 11	12½	-	12½	137½		
			R.A. & U.A. 2	8½	-	8½	17		R.A. & U.A.
							1118/10 1/3		
							Additional staff recently		
									Mallegowda Gen
		2	III Grade Nurses	30	1	40	92 2/9	2	III Grade Nurse
			R.A. & U.A.	12½	-	12½	125		R.A. & U.A.
									L.F.Hospital, Holenn
		1	III Grade Nurse	30	1	40	36 1/9	1	III Grade Nurse
			R.A. & U.A.	12½	-	12½	12½		R.A U.A.
							~~1200 1 7/9~~		
							145 5/6		
							Extra cost under permane		
							-do- tempor ry		

Present Scale verified subject to the following remarks:—

1) One II Grade Nurse + five III Grade Nurses sanctioned for the District Maternity Hospitals have been omitted under 2(iii) District Hospitals

2) One III Grade Nurse sanctioned for one of the District Hospitals has also been omitted

NOTE.—To be prepared in duplicate and forwarded through the Comptroller in Mysore and should be followed by a reap

Asst Comptroller
19/8/24
19/8.

ol. I, Appendices and Forms.)

R REVISION OF ESTABLISHMENT.

s.....

WD 03750—GPB—2,000—24-9-41

ed Scale				Proposition						Orders of Sanctioning Authority
				Permanent		Temporary				
Pay			Average Cost	Increase per month	Decrease per month	Increase per month		Decrease per month		
Minimum	Rate of Increase	Maximum		Amount	Amount	Period	Amount	Period	Amount	
			1417 8 5/6	395 8 2/6						
35	5/2	50	446.2/3	85.5/9						
24	-	24	240	115						
ngaloro.										
125	5	150	141-2/3	25						
35	-	35	35 3	12 1/2						
80	5/2	100	92.4/9	17.4/9						
24	-	24	24	11 1/2						
55	5/2	75	269.7/9	69.7/9						
24	-	24	96	46						
35	5/3	50	580.2/3	111.2/9						
24	-	24	312	157 1/2						
sanctioned.			1647 1/18	4606 13/18						
ral Hospital, Chikmgalur.										
35	5/2	50	89.1/3	17.9/9						(for special and general wards vide G.O.No.M.14027-8/Med.211-45-3 dated 27-6-1946)
24	-	24	48	23						
sipur.										
35	5/2	50	44.2/3	8.5/9						(Vide G.O.No.M.13679-80/Med 278-45-2 dated 12-6-1946)
24	8	24	24	11 1/2						
			~~1668.8/15~~ 206	456 3/2 60 1/6						

t establishment:- Rs.4,543 4/9 per mensem or Rs.54,521 1/3 per annum.

tablishment:- Rs.20 1/8 per mensem or Rs.240 2/3 per annum.

Senior Surgeon

Extra Cost:—

1) Menial Establishment—
Rs 4606 13/18 per mensem as Rs 55,280 2/3 per mensem under permanent establishment and Rs 20 1/8 per mensem or Rs 241 1/2 per annum under temporary establishment.

2) Additional Staff:—
Rs 60/6 per mensem as Rs 722- per annum

Cog
22/8/46

ropriation statement, if the proposal involves additional expenditure.

App. F. VI, G. 10]

Government of His Highness the Maharaja of Mysore.

GENERAL AND REVENUE DEPARTMENTS

Nursing Staff.

Sanctions the revision of the scales of pay ——— in the Medical Dept.

G. O. No. M 6963-7/Med 42-46-10 DATED 23.12.46

May this be—

i. printed? yes ✓

ii. treated as a standing order? yes

iii. published in the Gazette, English Part? yes ✓

iv. translated? no

v. placed at the disposal of the Press? no

vi. published in the Gazette, Kannada Part?

250 signed copies may kindly be supplied to this office for reference

By order

Asst.

WD 02397—GPB—6,000—19-4-43

for Secretary

G. R. S. App. F VI—G. 2]

SUBJECT.....

.....

.....

1120 pre

Diary No. of letter replied to ..... dtz

Section. Med

File No. 42-46

Serial No. 10.

General and Revenue Secretariat.

( )

the *194* .

Proceedings of the Government of His Highness the Maharaja of Mysore.

Date of issue 23-12-1946.

Signed by Mr. M. R. Rao

Read— Govt. order no on 20749-57 med 178-42-16 dt 1-6-45 passing orders on the report of the Committee appointed to examine the condition of the nursing services in ~~Sidhi hospitals~~.

2) Letter no C 1119-83 Order thereon.—No. dt 4-3-46 from the Commr. Women's Hospitals furnishing proposals for revision of scales of pay of nursing staff of the Women's Section according to the scales proposed by the Committee referred to above & also indicating the extra staff ~~needed~~ required

May this be—

(i) printed ?

(ii) treated as a Standing Order ?

(iii) published in the Gazette, English Part ?

(iv) translated ?

(v) placed at the disposal of the Press ?

(vi) published in the Gazette, Kannada Part ?

3 Correspondence ending with
letter no QC 392-72 of 30-10-46
from the GS. forwarding similar
Statements in respect of the
Nursing staff in the main Lecture

Order. 76963-7/Lit 2.

Statement of the

On one of the principal demands
made on the floor of the Legislature,
Govt for the improvement of the Conditions
of the nursing service, Govt appointed
a Committee of Consisting of officials
& non-officials with the GS as chairman
to examine & submit ~~the~~ recommendations in the matter.
While ~~passing~~ orders on the List of Enclosures
several recommendations made by the
Committee Govt observed there uniformity
& improvement in the scales of pay of
their class of servants have ~~to~~ been & there might
Could be considered only after ascertaining
the requirements & requested the GS.
& the Govt to submit Copied by proposals Examined by
Statements in accordance with the
recommendations of the Committee,

Matrons 20-10-30
plus 46 ½
Sisters 120-10-195 plus 35 p.m.
Nurses
I grade 80-5/2-100
II grade 55-5/2-75 } plus 25 p.m.
III grade 35-5/2-50 } 24 p.m.

The scales of pay suggested by the Committee are as noted in the margin. The two heads of Depts accordingly send proposed statements involving an extra cost of about Rs 86,130 p.m. per annum in respect of the revision of scales of pay of the existing staff according to the scales suggested by the Committee. Meanwhile the question of revision of scales of pay was also considered by the Policy Committee for Publications which also accepted the scales for approval of pay referred to above. With the suggestion that the designation of "matron" ~~should~~ may be changed to ~~Matrons and be done away with~~ ~~they may be designated as~~ Nursing Supdt & Sisters ...

In consideration of the fact that Nursing Service forms an essential part of the hospital treatment & that the right type of trained nurses in adequate numbers are not forthcoming on account of the low scales of pay obtaining at present, Govt consider it necessary to revise the scales of pay so as to attract trained staff. ~~For this service~~ They are accordingly pleased to sanction the following scales of pay to the several classes of the nursing staff as noted below:-

Nursing Supdt I Grade Rs 200 - 10 - 300
plus Rs 45/- pm.

II Grade Rs 125 - 8 - 160
plus Rs 35

Nurses. I Grade Rs 75 - 5/2 - 100
II Grade Rs 45 - 5/2 - 70
} plus Rs 24 pm.

The third grade nurses will be abolished -

According to the existing scales as shown in the proposed statements sent by the Govt in the 88 posts are at present 16 members in the supervisory staff in charge as asst matron in the V.V. Hospital & 266 nurses drawn over the existing grades - Govt are also pleased to fix the strength in the several grades as noted in the Statement below:-

Nursing Supdt I Grade	4	The remaining posts will be on the third grade subject to each of the
" II Grade	12	
Nurses. I Grade	53	
II Grade	212	

Govt Hospitals - Victoria, Vani Vilas Children Hospitals. The benefit of the revised scales will be given from 1st Nov 46 The fitment of scales as indicated above is expected to result in an extra cost of about Rs 1, 13, 800. per annum. This will be met out of the provision of Rs 92000/- made in the current year's budget for the purpose

A statement showing the distribut

of the ship carrying the Horses in charge of the SS & the Crew are as also appended hereto.

They are requested to take very early action to give effect to the Ministry

Edn. Dept.

To

The SS

The Crew

The Crew Incharge they in the

The Capt. Sr. Dept

The Ver. of the Committee

Rivers Section

Statement showing the distribution of Nursing Staff in the hospitals under the Senior Surgeon.

	Name of hospital	Nursing Superintendent	Night Superintendent	Matron or Asst Matron	Nurses I grade	Nurses II grade	Nurses III grade.	
1.	Victoria Hospital Bloem	1.	2	1.	6	18	14 1 temporary	
2.	Kimberley Jubilee Hospital	1.	Dispensing Sister 2	Theatre Sister 1.	4	19	3.	
3.	Mixed Officers Hospital	—	—	—	1.	—	7	
4.	Isolation — do —				1	—	4	
5.	Epidemic Hospital Mystone.	—	—	—	—	—	4.	
	do — K.G.T.						2	
	Herbert Hospitals					8	44+ 2* (addl).	
	Civil Hospital K.G.T.				1	1	6	
	P.K Sanatorium Bryson			1	1	—	14	
	L.F. Hospitals & dispensaries					1.	10+ 1. (addl)	
	Beutel Hospital Pietersburg			1	1.	4	13.	
	Total	2	4	4	15	51	124	

Nursing supers
1 grade 2
II grade 8 } 10 nos

Nurses
1 grade 38
153
II grade 153 } 191 nos

2 plus 1 temporary

190 Total nurses 191. ✓

75
191
266

B8 20.0

R 20/12/04

Nursing Section.

Statement showing the distribution of Nursing Staff in the hospitals under the C.M.O.

	Name of Hospital	Nursing Superintendent	Night Superintendent	Asstt Matron	Nurses I grade	Nurses II grade	Nurses III grade
1.	Vani Vilas Hospital Bloore	1	2	1 (60-5-100)	8	16	16.
2.	Chelavamba Hospital Mysore	1	1.	2/2	2	13	9
3.	Maternity Hospital Bly.	—	—	—	1	2	3.
4.	Maternity Hospital Chikmagalur	—	—	—	—	1	2
5.	Maternity Hospital Holenarsipur	—	—	—	—	—	1
	Total	2	3	1	11	32	31.

Total 7 Nurses.

6

2 I grade 4 II

15 59 1 80

Number in the several grades in the revised scale.

Nursing Supdt
I Grade 2
II Grade ~~3~~ 4 inclusive of the Asst Matrons post

Nurses
I grade 15.
II grade ~~59~~ 59.
~~74~~ 74

K 28/12

S.O.

GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE.

GENERAL AND REVENUE DEPARTMENTS.

G. O. No. M. 6963-7—Med. 42-46-10, dated 23rd December 1946.

Nursing Staff.

Sanctions the revision of the scales of pay of —— in the Medical Department.

READ—

Government Order No. M. 10749-51—Med. 178-42-16, dated 1st June 1945, passing orders on the report of the Committee appointed to examine the condition of the nursing services.

2. Letter No. C. 1119-33, dated 4th March 1946, from the Chief Medical Officer, Women's Hospitals in Mysore, furnishing proposition statements for revision of scales of pay of nursing staff of the women's section according to the scales proposed by the Committee referred to above and also indicating the extra staff required.

3. Correspondence ending with letter No. G. C. 392-72, dated 30th October 1946, from the Senior Surgeon, forwarding similar statements in respect of the nursing staff in the men's section.

ORDER No. M. 6963-7—MED. 42-46-10, DATED BANGALORE, THE 23RD DECEMBER 1946.

On account of the insistent demand made on the floor of the Legislative Council, for the improvement of the conditions of the nursing services, Government appointed a Committee consisting of officials and non-officials with the Senior Surgeon as Chairman to examine and submit necessary recommendations in the matter. While passing orders on the several recommendations made by the Committe, Government observed that uniformity and improvement in the scales of pay of this class of service were necessary and that that could be considered only after ascertaining the financial implications and requested the Senior Surgeon and the Chief Medical Officer to submit proposition statements in accordance with the recommendations of the Committee. The scales of pay suggested by the Committee are as noted below. The two Heads of Departments accordingly submitted proposition statements involving an extra cost of about Rs. 86,130-1-6 per annum in respect of the revision of scales of pay of the existing staff according to the scales suggested by the Committee. Meanwhile the question of revision of scales of pay was also considered by the Policy Committee for Public Health which also accepted the scales of pay referred to below, with the suggestion that the designation "Matron" may be changed to "Nursing Superintendents" and "Sisters" :—

Matrons	...	Rs. 200—10—300 *plus* R. A. and U. A. Rs. 46 per mensem.
Sisters	...	Rs. 125—5—150 *plus* R. A. and U. A. Rs. 35 per mensem.
Nurses	...	I Grade Rs. 80—55/2—100 *plus* R. A. and U. A. Rs. 24 per mensem.
Nurses	...	II Grade Rs. 55—5/2—75 *plus* R. A. and U. A. Rs. 24 per mensem.
Nurses	...	III Grade Rs. 35—5/2—50 *plus* R. A. and U. A. Rs. 24 per mensem.

In consideration of the fact that nursing service forms an essential part of the hospital treatment, and that the right type of trained nurses in adequate numbers are not forthcoming on account of the low scales of pay obtaining at present, Government consider it necessary to revise the scales of pay so as to attract trained staff. They are accordingly pleased to sanction the scales of pay to the several classes of the nursing staff as noted below :—

Nursing Superintendents	...	I Grade	Rs. 200—10—300 *plus* R. A and U. A. at Rs. 45 per mensem.
Do do	...	II Grade	Rs. 125—5—150 *plus* R. A. and U. A. at Rs. 35 per mensem.
Nurses ...	...	I Grade	Rs. 75—5/2—100 *plus* R. A. and U. A. Rs. 24 per mensem.
Nurses ...	...	II Grade	Rs. 45—5/2—70 *plus* R. A. and U. A. Rs. 24 per mensem.

The cadre of III Grade Nurses will be abolished.

No. M. 6963-7—Med. 42-46-10, dated 23rd December 1946.

According to the existing scales as shown in the proposition statements sent by the Chief Medical Officer and the Senior Surgeon, there are at present 16 members on the supervisory staff including an Assistant Matron in the Vani Vilas Hospital, and 265 nurses distributed over the existing grades. Government are also pleased to fix the strength in the several revised grades as noted below. They direct that there should be a First Grade Superintendent in each of the major hospitals—Victoria, Vani Vilas, Krishnarajendra and Cheluvamba Hospitals :—

Nursing Superintendents	I Grade	...	4
Nursing Superintendents	II Grade	...	12
Nurses ...	I Grade	...	53
Nurses ...	II Grade	...	212

The benefit of the revised scales will be given effect from 1st November 1946. The revision of scales as indicated above is expected to result in an extra average cost of about Rs. 1,13,800 per annum and this will be met out of the provision of Rs. 92,000 made in the current year's budget for the purpose.

A statement showing the distribution of the staff among the hospitals in charge of the Senior Surgeon and the Chief Medical Officer is also appended hereto.

They are requested to take very early action to give effect to the revision.

K. THIPPERUDRIAH,

Secretary to Government,
Education Department.

To—The Senior Surgeon in Mysore.
The Chief Medical Officer, Women's Hospitals in Mysore.
The Comptroller to Government through the Financial Department.
The Commissioner for Economic Development.
The Secretary, Public Health Committee.

Exd.—B. G. S.

ANNEXURE

Men's Section

Statement showing the distribution of nursing staff in the hospitals under the Senior Surgeon.

Name of hospital	Nursing Superintendents	Night Superintendents	Matron or Assistant Matrons	Nurses			Number in the several grades in the revised scales
				I Grade	II Grade	III Grade	
1. Victoria Hospital, Bangalore ...	1	2	1	5	18	14 1 temporary	Nursing Superintendents: I Grade 2, II Grade 8 } 10
2. Krishnarajendra Hospital ...	1	2	1	4	19	3	
3. Minto Ophthalmic Hospital ...	...	...	...	1	...	7	
4. Isolation Hospital ...	...	...	...	1	...	4	
5. Epidemic Hospital, Mysore ...	...	...	...	...	...	4	
6. Do K.G.F. ...	...	...	...	...	...	2	
7. District Hospitals ...	...	...	...	...	8	44+ 2 additional	Nurses: I Grade 38, II Grade 153 } 191
8. Civil Hospital, K.G.F. ...	...	...	...	1	1	6	
9. P. K. Sanatorium, Mysore ...	...	...	1	1	...	14	
10. L. F. Hospitals and Dispensaries.	...	...	...	...	1	10+ 1 additional	
11. Mental Hospital, Bangalore ...	...	...	1	1	4	13	
Total ...	2	4	4	15	51	124+1 temp.	

Women's Section

Statement showing the distribution of nursing staff in the hospitals under the Chief Medical Officer.

Name of hospital	Nursing Superintendents	Night Superintendents	Assistant Matrons	Nurses			Number in the several grades in the revised scales
				I Grade	II Grade	III Grade	
1. Vani Vilas Hospital, Bangalore	1	2	1 60—5—100	8	16	16	Nursing Superintendents: I Grade 2, II Grade 4 inclusive of the Assistant Matron's Post. Nurses: I Grade 15, II Grade 59
2. Cheluvamba Hospital, Mysore	1	1	...	2	13	9	
3. Maternity Hospital, K.G.F. ...	...	...	...	1	2	3	
4. Maternity Hospital, Chikmagalur	...	...	...	...	1	2	
5. Maternity Hospital, Hole-Narsipur.	...	...	...	...	...	1	
Total ...	2	3	1	11	32	31	74

W D 3021—GPB—525—21-1-47

Finance and Account Form 11

Finl. 200]

(*Vide* Art. 71, M. C. A. C., V

STATEMENT OF PROPOSITION FO

Name of office to which the proposition relates...

Government orders sanctioning present Establishment		Nature of Charge								
		Present Scale						Proposed Scal		
				Pay						
No.	Date	No.	Designation	Minimum	Rate of Increase	Maximum	Average Cost	No.	Designation	Minimu
									Victoria Hospital, B	
		1	Nursing Superintendent	150	10	250	211 1/9	1	Nursing Superintendent	200
			Ration & Uniform allowances	40	-	40	40 2/3		Ration & Uniform	46 1/4
		1	AsstMatron.	100	5	125	116 2/3	1	Nursing Sister	125
			R.A.& U.A.	22 1/2	-	22 1/2	22 1/2		R.A.& U.A.	35
		2	Night Superintendents.	125	5	150	283.1/3	2	Night Superintendents	125
			R.A. & U.A.	25	-	25	50		R.A. & UA.	35
		6	I Grade Nurses	60	5/3	90	450	6	I Grade Nurses	80
			R.A. & U.A.	12 1/2	-	12 1/2	75		R.A. & U.A.	24
		18	II Grade Nurses	40	5/3	60	900	18	II Grade Nurses	55
			R.A. & U.A.	12 1/2	-	12 1/2	225		R.A. & U.A.	24
		14	III Grade Nurses	30	1	40	505 5/9	14	III Grade Nurses	35
			R.A. & U.A.	12 1/2	-	12 1/2	175		R.A. & U.A.	24
		1	III Grade Nurse (Temporary)	30	1	40	36 1/9	1	III Grade Nurse (Temporary)	35
			R.A.& U.A.	12 1/2	-	12 1/2	12 1/2		R.A. & U.A.	24
									Krishnarajendra Ho	
		1	Nursing Superintendent	150	10	250	211 1/9	1	Nursing Superintendent	200
			R.A. & U.A.	40	-	40	40		R.A. & U.A.	46 1/4
		2	Supervising Sisters.	125	5	200	333 1/3	2	Supervising Sisters.	125
			R.A & U.A.	22 1/2	-	22 1/2	45		R.A & U.A.	35
		1	Theatre Sister	100	5	125	116 2/3	1	Nursing Sister	125
			R.A.& U.A.	22 1/2	-	22 1/2	22 1/2		R.A. & U.A.	35
		4	I Grade Nurses	60	5/3	90	300	4	I Grade Nurses	80
			R.A & U.A.	12 1/2	-	12 1/2	50		R.A. & U.A.	24
		19	II Grade Nurses	40	5/3	60	950	19	II Grade Nurses	55
			R.A.& U.A.	12 1/2	-	12 1/2	237 1/2		R.A. & U.A.	24
		3	III Grade Nurses	30	1	40	108 1/3	3	IIIGrade Nurses	35
			R.A. & U.A.	12 1/2	-	12 1/2	37 1/2		R.A. & U.A.	24
									3.Minto Ophthalmic Hos	
		1	I Grade Nurse	60	5/3	90	75	1	I Grade Nurse	80
			R.A.& U.A.	22 1/2	-	22 1/2	22 1/2		R.A. & U.A.	24
		7	III Grade Nurses	30	1	40	252 7/9	7	III Grade Nurses	35
			R.A.& U.A.	12 1/2	-	12 1/2	87 1/2		R.A. & U.A.	24
									4.Isolation Hospital, B	
		1	I Grade Nurse	60	5/3	90	75	1	I Grade Nurse	80
			R.A. & U.A.	22 1/2	-	22 1/2	22 1/2		R.A.& U.A.	24
		4	III Grade Nurses	30	1	40	144 4/9	4	III Grade Nurses	35
			R.A. & U.A.	12 1/2	-	12 1/2	50		R.A. & U.A.	24

OTE.—To be prepared in duplicate and forwarded through the Comptroller in Mysore and should be followed by a reappropriation s

dics and Forms.)

[0] OF ESTABLISHMENT.

ing Establishment of the Medical Department.

WD 01754—GPB—2000—1-5-46

	Proposition							Orders of Sanctioning Authority
		Permanent		Temporary				
	Average Cost	Increase per month	Decrease per month	Increase per month		Decrease per month		
Maximum		Amount	Amount	Period	Amount	Period	Amount	
or.								
300	261 1/9	50						
46½	46½	6½						
150	141 2/3	25						
35	35	12½						
150	283.1/3	-						
35	70	20						
100	554/9	104.2/3						
24	144/3	69						
75	128 4/9	31¼						
24	432	207						
50	625 1/3	119.7/9						
24	336	161						
50	44.2/3	-	-	8.5/9				
24	24	-	-	11½				
ysore.								
300	261-1/9	50	-					
46½	46½	6½						
200	333.1/3	-						
35	70	25						
150	141-2/5	25						
35	35	12½						
100	369-1/9	69.7/9						
24	96	46						
75	*128 4/9	331.4/9						*1281.4/9 - 331.4/9
24	456/9	218½						
50	134	25.2/3						
24	72	34½						
Bangalore.								
100	924/9	17.4/9						
24	24	1½						
50	312-2/5	59.8/9						
24	168/3	80½						
re.								
100	92-4/9	17.4/9						
24	24	1½						
50	178-2/3	34.2/9						
24	96	46						

te if the proposal involves additional expenditure.

Finance and Account Form 11

Finl. 200]

(*Vide* Art. 71, M. C. A. C., V

STATEMENT OF PROPOSITION FO

Name of office to which the proposition relates..

Government orders sanctioning present Establishment		Nature of Charge								
		Present Scale						Proposed Scale		
				Pay						
No.	Date	No.	Designation	Minimum	Rate of Increase	Maximum	Average Cost	No.	Designation	Minimu
										Epidemic Disea
			Mysore.							
		4	III Grade Nurses	30	1	40	144-4	4	III Grade Nurses	35
			R.A. & U.A.	12½	-	12½	50 9		R.A. & U.A.	24
			Kolar Gold Field.							
		2	III Grade Nurses	30	1	40	72.2/9	2	III Grade Nurses	35
			R.A. & U.A.	12½	-	12½	25		R.A. & U.A.	24
										District Hos
		8	II Grade Nurses	40	5/3	60	400	8	II Grade Nurses	55
			R.A. & U.A.	12½	-	12½	100		R.A. & U.A.	24
		44	III Grade Nurses	30	1	40	1588-2/9	44	III Grade Nurses	35
			R.A. & U.A.	12½	-	12½	550		R.A. & U.A.	24
										Civil Hospital
		1	I Grade Nurse	60	5/3	90	75	1	I Grade Nurse	80
			R.A. & U.A.	12½	-	12½	12½		R.A. & U.A.	24
		1	II Grade Nurse	40	5/3	60	50	1	II Grade Nurse	55
			R.A. & U.A.	12½	-	12½	12½		R.A. & U.A.	24
		6	III Grade Nurses	30	1	40	216.2/3	6	III Grade Nurses	35
			R.A. & U.A.	12½	-	12½	75		R.A. & U.A.	24
										Princess Krishnajamman
		1	Matron	100	5	125	116.2/3	1	Nursing Sister	125
			R.A. & U.A.	22½	-	22½	22½		R.A.& U.A.	35
		1	I Grade Nurse	60	5/3	90	75	1	I Grade Nurse	80
			R.A. & U.A.	12½	-	12½	12½		R.A. & U.A.	24
		14	III Grade Nurses	30	1	40	505.5/9	14	III Grade Nurses	35
			R.A. & U.A.	12½	-	12½	175		R.A. & U.A.	24
										Local Fund Hospitals an
		1	II Grade Nurse	40	5/3	60	50	1	II Grade Nurse	55
			R.A.& U.A.	12½	-	12½	12½		R.A. & U.A.	24
		10	III Grade Nurses	30	1	40	361-1	10	III Grade Nurses	35
			R.A. & U.A.	12½	-	12½	125 9		R.A.& U.A.	24
										Mental Hospital, Bang
		1	Matron	100	5	125	116-2	1	Nursing Sister	125
			R.A. & U.A.	22½	-	22½	22½		R.A. & U.A.	35
		1	I Grade Nurse	60	5/3	90	75	1	I Grade Nurse	80
			R.A.& U.A.	12½	-	12½	12½		R.A. & U.A.	24
		13	III Grade Nurses	30	1	40	469-4	13	III Grade Nurses	35
			R.A.& U.A. 11	12½	-	12½	137½ 9			
			do- 2	8½	-	8½	17		R.A.& U.A.	24
		4	II Grade Nurses	50	5/3	60	200	4	II Grade Nurses	55
			R.A. & U.A.	12½	-	12½	50		R.A.& U.A.	24

NOTE.—To be prepared in duplicate and forwarded through the Comptroller in Mysore and should be followed by a reappropriation

nd Forms.)

ESTABLISHMENT.

.....

WD 01754—GPB—2000—1-5-46

Pay		Average Cost	Proposition						Orders of Sanctioning Authority
			Permanent		Temporary				
			Increase per month	Decrease per month	Increase per month		Decrease per month		
Rs. Initial	Maximum		Amount	Amount	Period	Amount	Period	Amount	
s Hitals.									
5/2	50	178 2/3	34.2/9						
-	24	96 3	46						
5/2	50	89.1/3	17.1/9						
-	24	48	23						
itals.									
5/2	75	539 5/8	139.5/9						
-	24	192 3/8	92 6						
5/2	50	1965 1/3	376.4/9						
-	24	1056	506						
Gold Field.									
5	100	92.4/9	17.4/9						
	24	24	11 1/2						
5	75	67.4/9	17.4/9						
	24	24	11 1/2						
5	50	268	51.1/3						
	24	144	69						
Satorium, Mysore.									
5	150	141.2/3	25						
-	35	35	12 1/2						
	100	92.4/9	17.4/9						
	24	24	11 1/2						
5	50	625.1/3	119.7/9						
	24	336	161						
Dispensaries.									
5	75	67 4/9	17.4/9						
-	24	24	11 1/2						
5	50	446.2/3	85.5/9						
-	24	240	115						
lor.									
	150	141 2/3	25						
	35	35	12 1/2						
5	100	92.4/9	17.4/9						
2	24	24	11 1/2						
5/2	50	580.2/3	111.2/9						
-	24	312	157 1/2						
5/2	75	269.7/9	99.7/9						
-	24	96	46						

atement, if the proposal involves additional expenditure.

Finance and Account Form 11
Finl. 50]

(*Vide* Art. 71, M. C. A. C., V

STATEMENT OF PROPOSITION FO

Name of office to which the proposition relates...

Government orders sanctioning present Establishment		Nature of Charge								
		Present Scale						Proposed Sca		
No.	Date	No.	Designation	Pay Minimum	Pay Rate of Increase	Pay Maximum	Average Cost	No.	Designation	Minim
									Additional staff recently	
									Mallegowda General	
		2	III Grade Nurses	30	1	40	72 2/9	2	III Grade Nurses	3
			R.A. & U .A.	12½	-	12½	25		R.A. & U.A.	2
									Local Fund Hos	
		1	III Grade Nurse	30	1	40	36.1/9	1	III Grade Nurse	3
			R.A. &U.A.	12½	-	12½	12½		R.A. & U.A.	2
							12358 17/18			
		3								
									Extracost underpermane	
									-do- Tempoary E	

96
112
208
201

NOTE.—To be prepared in duplicate and forwarded through the Comptroller in Mysore and should be followed by a reappropriation

l. I, Appendices and Forms.)

R REVISION OF ESTABLISHMENT.

-3-

WD 01754—GPB—2000—1-5-46

e	Pay			Average Cost	Proposition						Orders of Sanctioning Authority
					Permanent		Temporary				
					Increase per month	Decrease per month	Increase per month		Decrease per month		
um	Rate of Increase	Maximum			Amount.	Amount	Period	Amount	Period	Amount	
sanctioned.											
Hospital, Chikmagalur.											
	5/2	50		89.1/3	17.1/9						(for special and general wards vide GO. No.M.14027-8/Med.211-45-3 dated 27-6-1946)
	-	24		48	23						
ital, Holenarsipur.											
	5/2	50		44.2/3	8.5/9						(Vide GO.No.M.13679-80/Med.278-45-2 dated 12-6-1946)
	-	24		24	11½						
				1707 1144/45	4713.1/30						
nt	establishment:-				4,692.88/90 per mensem or Rs. 56,315.11/15 per annum.						
ablishment:-					Rs20.1/8 permensem or Rs.240.2/3 per annum.						

Senior Surgeon.

tatement, if the proposal involves additional expenditure.

Postwar

Scheme no 54.1 Reorganisation of Nursing Services. 2971

From the Comr of E. Dev: & Planning
no E.C 755/46-47 dated 18.11.46

Forwards letter of the Secretary, Committee for Public Health as regards proposals of the S.S. and C.M.O for increasing the no. of nurses and revision of scales of pay of nursing staff

Subd. The connected file was submitted to the Hon'ble on 11/11. This will be approved be placed in the file on return

Sd/- 20/11

2576

For perusal.

It is now proposed to revise the revision of scales of pay of existing number in the nursing staff. The figures suggested in the draft memorandum are somewhat less than those proposed by the Committee

Sd/- 20/11

For perusal.

Minister Hon'ble Edn. 21/11/46

Sd/- 21/11/46

26/11/46

Sd/- 26/11

Sd/- 26/11

No. 2974/46
Date 20/11/46

22.11.46
No. 3386

26/11

MYSORE ECONOMIC CONFERENCE

COMMITTEE FOR PUBLIC HEALTH

Sastravaidyapravina
DR. S. SUBBA RAO, B.A., M.B.C.M., L.R.C.P. (LOND.), M.R.C.S. (ENG.) & D.P.H.
Chairman.

Mr. M. RAMA RAO, B.A.
Secretary.

EDUCATION SECRETARY No. ..... Date 19/11/46

OFFICE OF THE SECRETARY,
COMMITTEE FOR PUBLIC HEALTH.
OLD PUBLIC OFFICES,
Bangalore, dated.....2nd Nov.....1946.

6th Nov.
OFFICE OF THE COMMISSIONER OF ECONOMIC DEVELOPMENT & PLANNING ECF83 Date 9 NOV 1946 II BANGALORE

No. E. C./P. H. 103 /46-47.

To

The Secretary to Government,
Education Department,
Bangalore.

Through

The Commissioner of
Economic Development and Planning,
Bangalore.

Sir,

Scheme:- Reorganisation of Nursing Services.

.....

I have the honour to state that the above scheme was considered by the Committee for Public Health at its meeting held on 6-8-1946.

This scheme is designed to increase the number of nurses in the various hospitals calculated on the basis of one nurse to eight beds with certain leave reserves and also to revise the scales of pay and allowances to make these places sufficiently attractive.

The proposal of the Senior Surgeon and the Chief Medical Officer to increase the number of nurses in the ratio of one nurse to eight beds as indicated in the summary placed before the committee was accepted unanimously and the following resolutions were also recorded regarding the pay and allowances of the several grades of the nursing staff.

1. that the designation 'Matron' may be changed to 'Nursing Superintendent' and 'Sisters'.

2. that the pay of Nursing Superintendents be fixed in two grades as noted in the margin, the higher grade being allowed in respect of major institutions in cities and lower grade in other hospitals in District Headquarters.

I Grade	200-10-300 45/- R.& U. Allce.
II Grade.	125-5-150 35/- R.& U. Allce.

3. that the grade pay of the sisters may also be fixed at Rs. 125-5-150 with the ration and uniform allowance of Rs. 35/- P.M.

P.T.O.

Med 42-46-9

2-97/M

4. that the grade pay and allowances of the three classes of nurses be fixed as noted below.

I	Grade.	80- 5/2- 100	Plus Rs. 24/-
II	"	55- 5/2- 75	Ration & Uni-
III	"	35- 5/2- 50	form allowance.

In this connection it was also suggested to revise the scales of pay of midwives from Rs. 20-3/5-30 to Rs. 35-5/2-50 grade as in the case of third grade nurses.

A copy of the scheme together with a copy of the proceedings relating to this subject are sent herewith for orders of Government

.....

I have the honour to be
Sir,
Your most obedient servant.,

EDUCATION-SECRETARY No. Date 19/11/46

Secretary.

E.C.75-46-47. Memo. D.18.11.46.

Encl: 3

Forwarded with compliments.
The enclosures accompany.

Commissioner

18/11/46 D/C.

19/11/46 Mr MAA. 20/11

SCHEME No. 5 (Men's Section)

1. Name of the scheme.—Reorganisation of the Nursing Services.

2. Brief description of the scheme.—The special committee appointed by the Government to go into the question of reorganisation of nursing services have made certain suggestions for improving the pay and prospects of nurses. The scheme provides for an increase in the number of matrons, and revision of the scale of pay of all nurses.

3. Areas selected for application, if applicable.—Whole State.

4. Time expected to be taken for execution.—As soon as it is sanctioned.

5. Brief details of staff required and how staff is proposed to be obtained.—6 Nursing Sisters,—*vide* item 13.

6. Rough estimate of cost at existing rates.—

(i) Capital.

(ii) Recurring.—Rs. 91,448 per annum (*vide* item 13).

7. Extent to which the scheme will be productive.—Not directly productive.

8. Extent to which the scheme will cater for returned service personnel.—Nil.

9. General description of plant, equipment or stores.—

(i) To be obtained in India.—Nil.

(ii) To be imported from abroad.—Nil.

10. Labour force required in the case of the larger schemes.—Nil.

11. Whether the assistance of the Central Government is likely to be required for obtaining materials, machinery or technical personnel.—No.

12. Brief indication where applicable of further development contemplated on the lines of the scheme in succeeding five-year periods.—Nil.

13. Any other remarks or information.—

Reorganisation of Nursing Services.

Existing		Proposed		Extra
	Rs.		Rs.	Rs.
Nursing Superintendents.—		Matrons.—		
2 (150—10—250) } ...	555 5/9	3 (200—10—300) ...	783 1/3	227 7/9
1 (100—10—150) }		R. A. and U. A. 3 (46⅔) ...	138 3/4	71 1/4
R. A. and U. A. 3 (22⅔)	67 1/2			
Assistant Matrons, Theatre Sisters, etc.—		Nursing Sisters.—		
5 (100—5—125) ...	583 1/3	11 (125—5—150) ...	1,558 1/3	975
R. A. and U. A. 5 (22⅔)...	112 1/2	R. A. and U. A. 11 (35) ...	885	272 1/2
Supervising Sisters.—		Supervising Sisters.—		
2 (125—5—200) ...	233 1/3	2 (125—5—200) ...	233 1/3	...
R. A. and U. A. 2 (22⅔)	45	R. A. and U. A. 2 (22⅔) ...	45	...
Nurses.—		Nurses.—		
I Grade—		I Grade—26 (80—5/2—100) ...	2,403 5/9	453 5/9
26 (60—5/3—90) ...	1,950	R. A. and U. A. 26 (24) ...	624	299
R. A. and U. A. 26 (12½)	325			
II Grade—		II Grade—82 (55—5/2—75) ...	5,530 4/9	1 430 4/9
82 (40—5/3—60) ...	4,100	R. A. and U. A. 82 (24) ...	1,968	943
R. A. and U. A. 82 (12½)	1,025			
III Grade—		III Grade—147 (35—5/2—50)	6,566	1,257 2/3
147 (30—1—40) ...	5,308 1/3	R. A. and U. A. 147 (24) ...	3,528	1,690 1/2
R. A. and U. A. 147 (12½)	837 1/2			
Total ...	16,143 1/18		23,763 3/4 or Rs. 91,448 1/3 per	7,620 25/36 annum

SCHEME No. 4

1. Name of the scheme.—Providing In-patient wards to Local Fund Dispensaries.

2. Brief description of the scheme.—There are several places where dispensaries are functioning without proper arrangements for in-door treatment. With the increased incidence of malaria and other diseases in the rural parts, indigent persons are put to considerable inconvenience for want of this facility. It is proposed to select about 100 dispensaries and provide for treating in-patients, at the rate of 20 dispensaries per year.

3. Areas selected for application, if applicable.—Whole State.

4. Time expected to be taken for execution.—Five years.

5. Brief details of staff required and how staff is proposed to be obtained.—The work will be managed by the existing staff of the dispensaries, an additional servant being employed wherever necessary.

6. Rough estimate of cost at existing rates.—

	1st year	2nd year	3rd year	4th year	5th year	Total
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
(i) Capital (for 20 dispensaries)— The cost of building will be met out of the Public Works Department grants or from donations.						
(ii) Recurring (at Rs. 100 for diet and Rs. 200 for linen).	6,000	12,000	18,000	24,000	30,000	90,000

7. Extent to which the scheme will be productive.—Not directly productive but will provide scope for greater medical relief.

8. Extent to which the scheme will cater for returned service personnel.—Nil.

9. General description of plant, equipment or stores.—

(i) To be imported from abroad—Nil.

(ii) To be obtained in India.—Articles of linen, etc.

10. Labour force required in the case of the larger schemes.—Nil.

11. Whether the assistance of the Central Government is likely to be required for obtaining materials, machinery or technical personnel.—No.

12. Brief indication where applicable of further development contemplated on the lines of the scheme in succeeding five-year periods.—Nil.

Medical (Women's Section)

SCHEME No. 1

1. Name of the scheme.—Improvement of Nursing Service in the State.

2. Brief description of the scheme.—At present, while treatment in all hospitals can be guaranteed, the same cannot be said of satisfactory nursing in any of the hospitals. That is so because, at present, one nurse is obliged to attend upon from 30-40 patients, though for efficient nursing service, there should be one nurse for 10-12 patients in a Maternity Hospital and for 15-18 patients in a general hospital. It is, therefore, proposed to increase the nursing staff and also to revise the existing grades to make them sufficiently attractive.

3. Areas selected for application, if applicable.—Whole State—Women's Section.

4. Time expected to be taken for execution.—Five years.

5. Brief details of staff required and how staff is proposed to be obtained.—Sixty-seven additional nurses to be appointed as follows :—

1st year	2nd year	3rd year	4th year	5th year	Total
11	16	20	17	3	67

They will be distributed among the several institutions as indicated under item 13.

6. Rough estimate of cost at existing rates :—

	1st year Rs.	2nd year Rs.	3rd year Rs.	4th year Rs.	5th year Rs.	Total Rs.
(i) Capital.	36,474	Cost of revision.			...	36,474
(ii) Recurring including cost of additional hands.	10,895	63,496	76,681	89,644	91,717	3,32,433
Total ...	47,369	63,496	76,681	89,644	91,717	3,68,907

7. Extent to which the scheme will be productive.—Not directly productive, but will be extremely beneficial as it will contribute towards efficient nursing service.

8. Extent to which the scheme will cater for returned service personnel.—Qualified personnel could be employed to the extent possible.

9. General description of plant, equipment or stores :—

(i) to be imported from abroad.—Nil

(ii) to be obtained in India.—Nil

10. Labour force required in the case of the larger schemes.—Nil

11. Whether the assistance of the Central Government is likely to be required for obtaining technical personnel.—No

12. Brief indication where applicable of further development contemplated on the lines of the scheme in succeeding five-year periods.—Nil

13. Any other remarks or information:—Officer responsible.—The Chief Medical Officer, Women's Hospitals in Mysore, Bangalore.

Statement showing the additional staff required for several institutions.

Designation	Institutions				Total
	Vani Vilas Hospital	Cheluvamba Hospital	Maternity Hospital, K. G. F.	Seven District Hospitals	
1. Sisters ...	...	1	...	...	1
2. First-grade nurses ...	2	4	1	2	9
3. Second-grade nurses ...	4	...	2	2	8
4. Third-grade nurses ...	4	1	1	20	26
5. Midwives ...	...	4	...	14	18
6. Compounders ...	1	1	1	2	5
Total ...	11	11	5	40	67

The additional staff will be given to the several institutions during the year indicated against each:—

First year.—Vani Vilas Hospital, Bangalore.
Second year.—Cheluvamba Hospital, Mysore, and Maternity Hospital, Kolar Gold Fields.
Third year.—District Hospitals at Shimoga, Hassan and Kolar.
Fourth year.—District Hospitals at Chitaldrug, Mandya and Chickmagalur.
Fifth year.—District Hospital at Tumkur.

something towards the scheme, whereas five other members, viz., Dr. Monteiro, Dr. Albuquerque, Mr. A.J. Khaleel, Mr. K.V. Veeranna and Mr. S.C. Mallian were against it.

The Committee was not in favour of levying a cess on the land revenue.

With regard to the other sources (Items 5 & 6) proposed by the Director of Public Health, the Committee was of opinion that they had no remarks to offer as these two sources generally provided necessary funds from general revenues on sanctioned items of expenditure.

Copy of the Proceedings relating to:

(3) Nursing Services.

The Chairman stated that there were two proposals before the Committee in respect of the scales of pay and allowances of nursing staff, one sent by the Senior Surgeon in regard to the men's section and the other by the Chief Medical Officer in regard to the women's section, a summary of which had been prepared and circulated to the members of the Committee.

The proposals of the Senior Surgeon and Chief Medical Officer to increase the number of nurses in the ratio of one nurse to eight beds as indicated in the summary (enclosed herewith) was accepted unanimously and the following resolutions were also recorded regarding the pay and allowances of the several grades of the nursing staff.

(1) that the designation 'Matron' may be changed to 'Nursing Superintendent' and 'Sisters'.

(2) that the pay of Nursing Superintendent be fixed in two grades as noted in the margin, the higher grade being allowed in respect of the major institutions in the cities and lower grade in other hospitals at District Headquarters.

I Grade 200-10-300 Rs. 45/- R.& U.Allce.	as noted in the margin, the higher
II Grade.125-5-150 Rs. 35/- R.& U.Allce.	grade being allowed in respect of

(3) that the grade pay of the sisters may also be fixed at Rs. 125-5-150 with the ration and uniform allowance of Rs. 35/-

(4) that the grade pay and allowance of the three classes of nurses be fixed as noted below.

I Grade.	80-5/2-100	plus a uniform rate of R.& U. Allce. at Rs. 24/- p.m.
II "	55-5/2-75	
III "	35-5/2-50	

Mr. K.C. Subbanna suggested that the pay of midwives may also be revised.

It was resolved that the scale of pay of midwives be revised from 20-3/5-30 to Rs. 35-5/2-50 as in the case of third class nurses.

The meeting then terminated.

Sd/- H. Rama Rao.
Secretary.

Sd/- S. Subba Rao.,
Chairman.

'COPY'

Secretary,
Committee for Public Health.

NURSING SERVICES.

The following is the summary of the proposals regarding the revision of the scales of pay and allowances of the nursing staff and the increase in the number of nurses.

I. Scales of pay and allowances.

Men's Section.

Existing.		Proposed.	
Nursing Supdt. R.& U.A.	150-10-250 22½/-	Matrons.	200-10-300 46⅔/-
Asst. Matrons. R.& U.A.	100-5-125 22½/-	Asst.Matrons.	125-6-180 35/-
Supervising sisters. R.& U.A.	125-6-200 22½/-	....	125-5-200 22½/-
I Grade Nurses. R.& U.A.	60-5/3-90 12½/-	....	80-6/2-100 24/-
II Grade. R.& U.A.	60-5/3-80 12½/-	....	55-5/2-75 20/-
III Grade. R.& U.A.	50-1-60 12½/-	....	35-3/2-50 25/-

The immediate extra cost of the revision of the scales of pay and allowances to the existing staff is reported to come to Rs. 80,000/

Women's Section.

Nursing Supdt.	100-10-150 100- 5-125	....	200-10-300
R.& U.A.	12½/-		46⅔/-
Night Supdt. R.& U.A.	125-5-150 25/-	....	125-5-150 25/-
I Grade Nurses.	Same as in		Same as
II Grade "	Men's		proposed for
III Grade "	Section.		Men's Section

The immediate extra cost in the revision of the scales of pay and allowances to the existing staff will come to Rs. 26,782/-

Therefore the total extra cost on account of the revision of scales of pay and allowances to the existing nursing staff in the men's and Women's section comes to Rs. 80,000 + 26,782 or Rs. 1,06,000 or about 1.06 lakhs.

II. The extra nursing staff proposed for the Men's Section.

40 additional nurses and 6 nursing sisters are required for the existing hospitals calculated at one nurse to 6 beds and the same is to be spread over five years.

		I Year.	II Year.	III Year.	IV Year.	V Year.
Nursing Sisters.	2. Pay Allce.	3100/- 840/-	2. 3400/- 800/-	2 3400/- 840/-	- -	- -
II Grade Nurses.	4.	[illegible] 1152	4 [illegible] 1152	4 [illegible] 1152	4 [illegible] 1152	4 [illegible] 1152
III Grade Nurses.	4	[illegible] 1152	4 [illegible] 1152	4 [illegible] 1152	4 [illegible] 1152	4 [illegible] 1152
Total.	10	11,000 [illegible]	10 [illegible]	10 [illegible]	0 [illegible]	0 [illegible]

In addition the Senior Surgeon has also furnished a statement showing the number of nurses required for the institutions proposed to be opened and organised during the next five years according to the scheme already discussed and accepted by the Committee. The cost calculated according to the revised scales of pay and allowances would be as shown below.

		I Year.	II Year.	III Year.	IV Year.	V Year.
Nursing Supdts.	1	3600 [illegible]	-	-	-	-
Nursing sisters.	2	4800	-	-	-	-
Matrons.	2	4800	-	-	-	-
I Grade Nurses.	5	6000 [illegible]	2 3700 [illegible]	1 1200 [illegible]	-	-
II " "	19	[illegible]	4 4800	3 [illegible]	-	-
III " "	32 2	[illegible]	2 1600	1 800	2 1600	-
Total.	64	[illegible]	72 77064	77 82878 [illegible]	79 [illegible]	(including

2 probationary nurses on Rs. 20/- p.m.

Women's Section. (As per statement furnished by the Chief Ladies officer)

	I Year.	II Year.	III Year.	IV Year.	V Year.
No.	[illegible]	30	15	7	3
Cost.	54,720	59,927	7,869	7,178	2,660
Total.	54,720	94,663	1,12,722	1,19,904	1,21,954

The proposal of the Chief Medical Officer includes 15 nursing Superintendents, 60 nurses for the wards of the several institutions based on the proportion of 6 beds to one nurse and 37 nurses for labour wards and 16 for leave reserves.

The cost on account of the increase in the number of members of nursing staff comes to Rs. 62,068 [illegible] + 1,21,954 or about 1.72 lakhs including the extra expenditure of Rs. 64,213 in respect of the staff required for the several schemes in the medical section already approved

Secretary,
Committee for Public Health.